

Company registration number: 5113835

Charity registration number: 1105837

Nottingham Women's Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Melvin Bailey FCCA DChA
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Nottingham Women's Centre

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Nottingham Women's Centre

Reference and Administrative Details

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

Nottingham Women's Centre

Trustees' Report

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

Trustees and officers

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

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

Structure, governance and management

Nature of governing document

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

Recruitment and appointment of trustees

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

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

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

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

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

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

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Organisational structure

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

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

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

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

Objectives and activities

Objects and aims

The charity's objects ('Objects') are specifically restricted to the following:

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

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

The Charity shall be non-party in politics and non-sectarian in religion and non-discriminatory of women's protected characteristics including race, disability, age, religion, sexual orientation and pregnancy. The Centre shall be trans inclusive welcoming all self-identifying women.

The Charity shall have power to affiliate to the National Federation of Community Organisations and to other organisations with similar charitable objects.

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

Nottingham Women's Centre

Trustees' Report

Public benefit

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

We operate within our values

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

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

Grant making policies

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

Achievements and performance

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

Counselling

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

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The Core of the Domestic Abuse therapy service continued with funding from Nottingham City Council. After trialling 6 week sessions in 2022/23, we decided to increase the offer up to 8 sessions to each client to give them the best opportunity to access our support whilst often going through a very difficult time. This was very well received by clients and funders alike. We also occasionally had the option to work with a very small number of clients for up to 20 sessions -depending on service restraints at the time. We have worked with 93 women this year, and completing 347 therapeutic support sessions within the 8 session part of the service. For the first time in the history of the service we are delighted to have successfully hit all our KPI targets.

Alongside this core service, our funding from the Police and Crime Commissioner has continued to uplift the Domestic Abuse service. Funding 3 different streams of work:

- A specialist 'Severe Multiple Disadvantage' therapist who received 22 referrals and worked with 15 women in the year offering 26 sessions to women who had more complex needs and experience severe disadvantage.
- A domestic abuse therapeutic group called 'Surviving To Thriving', exploring how Domestic Abuse trauma can show up for survivors and supporting them to take another step towards building the life they want. 15 more women have accessed this group during 2 iterations this year.
- The Community Languages service has now become active, with 8 sessional therapists paid to work online with survivors who benefit from working in a language other than English, or from improved cultural understanding from their therapist. We have therapy available in Urdu/Punjabi/Mirpuri/Bengali/Hindi/Kutchi/Gujarati and Polish. We have worked with 9 clients across the service and expect that this develops further in the coming year.

In total 139 women have been supported this year within the domestic abuse side of the service. We were able to accept a few more internal referrals from our case workers as we improved communication around referrals and continue to build understanding with all stakeholders about the nature and strengths of therapy, when it is safest to refer survivors for support and how to guide survivors along our developing pathway to building a thriving and satisfying life for themselves.

"I have received counselling before though that was for general mental health issues. My counselling with the women's centre has been around helping me deal with the domestic abuse I have received from my two last partners. It was focused on helping me understand why I feel the way I do. Helped me pick apart all the (what felt to me odd) feelings I was having. Give me clarity on my own thoughts and feelings. "

"I loved my counselling experience and I really feel connected to my therapist. The Counselling service to me was great, nothing to be improved"

"I have gained my confidence back"

"I had been isolated from friends and family. We are slowly creeping back to normal relationships"

CASEWORK

Accommodation

We continued to work with women to achieve their goals. We used our initial assessment tool to gauge where the woman is at the time of presenting and to identify what her goals are in the area. We offered information and realistic advice to support her to either seek accommodation or to maintain her tenancy. We have developed excellent working relationships with some specialist housing providers which has been instrumental in helping us to secure accommodation for women on release from custody.

50% of the women who identified this as an area of need said their circumstances had improved. *47% showed no change and for 3% their circumstances worsened.

"You are brilliant. I've been with you for over a year since I came out of prison and you helped me with housing. My caseworker has done everything she can to help me. I have nothing but good things to say about you to be honest"

Education, training and work

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

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57% of the women who identified this as an area of need said their circumstances had improved. *39% showed no change and 6% said their circumstances had worsened.

"I would just like to say thank u again for all the help honestly no one has really looked out for me with good intention before so it really means a lot"

"You've helped me feel like I'm finding my purpose again"

"Speechless. When I was in deep depression at the job centre they saw me and gave me the number and then came here. After coming here, this place is my capital. I'm feeling much better and happy. There's one place I can always come."

Finance, benefit and debt

We have offered a range of support including income maximisation, debt management and claiming benefits. Personal independent payment (PIP) has proved particularly challenging for women experiencing poor mental health to apply for due to the complexity of the forms and the time it takes to complete them.

51% of the women who identified this as an area of need said their circumstances had improved. For *47% their situation was unchanged and for 3% their situation worsened.

"It is amazing to hear that I qualified for PIP. This is the best Christmas news I could've receive... this is thanks to you"

"The Tesco voucher you provided meant that I could get enough food to last me until my universal credit payment comes through"

Family and significant others

We delivered healthy relationships workshops to encourage women to recognise whether their relationships are healthy and respectful or not. As part of the sessions we taught that respect means that each person values who the other is and understands the other person's boundaries whether they be family or romantic relationships.

51% of the women who identified this as an area of need said their circumstances had improved. For *44% their situation was unchanged and for 4% their situation worsened.

"Thank you so much for all you've done for me, the Centre is very lucky to have staff like you and thank you for being part of my life"

"Since speaking to you it's been such a revelation I was never kind to myself"

"Talking to you through the sessions I've been thinking hard and you've made a lot of valid points which has impacted my soul"

Lifestyle and associates

Offered support and encouragement to women to become involved in the Centre and to have new interests that are often outside of their comfort zone. Some became volunteers, others joined groups and some got involved in International Women's Day.

60% of the women who identified this as an area of need said their circumstances had improved. For *39% their situation was unchanged and for 1% their situation worsened.

"My caseworker was amazing, really nice, listened, let me speak and asked what can I do for you. I've been involved with so many services and they've just said right, this is what we are doing"

"You can't knock it. Thank you so much. It's a pity some people don't see it that way and don't take the help that's offered to them when some people really want the help to change"

"Through your support, I have been empowered to do more self-centred things such as walking more regularly, gardening and reading books which specifically target emotional well-being and through this I have identified behaviours that I recognise I would like counselling for. I am so grateful for the door of empowerment that with your support has opened up for me and I genuinely feel as though I have turned a page since being released from prison."

Dependency and recovery

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

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23% of the women who identified this as an area of need said their circumstances had improved. For *73% their situation was unchanged and for 4% their situation worsened.

"It is so lovely to be able to meet up here in the evenings, nobody knows who we are or why we are here. It really does help take the pressure off from everyday life"

Emotional wellbeing

We provided a range of workshops and courses to support emotional wellbeing such as the ever popular Crafty Club, which has grown into such a large group that they have moved rooms 3 times in order to have space to accommodate them. We have delivered counselling on a one to one basis alongside group therapy.

75% of the women who identified this as an area of need said their circumstances had improved. For *19% their situation was unchanged and for 6% their situation worsened.

"It was good to speak with others about their experience and also the teacher was amazing"

"I really enjoyed the session. Thank you, I will go home and reflect more on what I have learned in the self-esteem workshop"

"When I had my first session and the overwhelming realisation sunk in that I've been to prison and I'm now seeking support for my well-being was a lot. I've never accepted support from anyone or any organisation before and I am so glad I continued to engage in our sessions"

"It has been a really positive experience. I enjoyed working with W. I feel that a lot more can be done to help me and I would be happy to be referred again. My caseworker has gone above and beyond for me. She has been patient and understanding of my difficulties and has been flexible with appointments when I have struggled. I appreciated the short 'wellbeing' calls on weeks when I didn't have a formal appointment."

*An explanation of the high occurrence of no change data:

- o women who did not state a need in a particular area and therefore nothing changed upon completion
- o women may have had the need but were working with other agencies
- o the work was incomplete at time of assessment

SUPPORT FOR WOMEN WITH THE COST OF LIVING

- We have been lucky enough to receive support from Lidl and Sainsbury's. Thanks to their donations we collected and in some cases delivered food parcels to women in need of food and toiletries for themselves and their children

- A new group of asylum seeking women started using the kitchen this year to make food for themselves and their families. They are currently housed in local hotels and do not have the facilities to cook hot nutritious, culturally appropriate food. An air fryer was donated to the Centre by a group facilitator who was in the Centre delivering training and she heard about the situation the women were in and wanted to do something to help. There was an unexpected bonus here as the women said that by coming to the Centre it meant that they felt less isolated, had somewhere to go so didn't have to keep walking around the city centre when they wanted a break from the hotel rooms.

- We received a large donation of toothpaste and toothbrushes for adults and children

- £42,105.70 raised in benefit value

- £2,487.10 in benefit arrears

- £25,422.52 debt resolved

- £1,260.00 in emergency vouchers

- £295.00 worth of festive hampers

- £46.50 in travel expenses

- £415 worth of support packages

- In total 71 women in crisis received support

- The Winter Warmer fundraising team raised £200 by selling cakes, handmade decorations, holding a raffle and a bauble making workshop. The funds raised bought a new lightweight sewing machine for the club so that those with disabilities could have access to suitable equipment. Our old ones were very heavy and some women found them too difficult to lift.

- 40 toys were donated by Lidl neighbourly toy scheme. They were given to families in need

- £930 Tesco vouchers were purchased with the money raised from a member of staffs skydive. The vouchers have proven to be a valuable resource to support women in crisis

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

Service user demographics

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

Partnerships and outreach

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

Policy and campaigning

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

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

Social media

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

Business development

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

Volunteering

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

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This year we had 60 general volunteers who supported us with a range of activities including managing our library, administration and supporting with preparing support packages for women. 32 Conversational English volunteers (spans two fiscal years as they volunteer October to May). 7 Legal Advice student volunteers and 5 corporate volunteers, a total of 104 for the year.

Some reasons people gave for wanting to volunteer with us were:

"To give something back"

"I had the time, the will and I love books so wanted to help in the library"

"To help me to develop social skills as I am a bit social anxious"

"To gain experience and meet new people"

"I had retired and needed something I felt was worthwhile to do. Needed to widen my horizons"

"To say thank you for counselling I received at NWC"

"To help other women"

Employment status of volunteers:

31% retired

23% unemployed

15% student

15% in full-time work

15% in part-time work

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

Coffee and Chat

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

"I believe in the Women's Centre, does such a good job and want to be a part of it"

Legal advice clinic

Free legal advice clinics were delivered by Nottingham Law School students, supervised by qualified solicitors. They offered advice on Welfare Benefits, employment, housing, family law, crime and general civil/small claims matters.

"I felt empowered. I had wanted to cancel but told myself that doing that would not help and that even if the solicitor comes back with nothing that can be done, I'm proud of myself for at least taking the step to get help."

Activities, courses and events

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

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

In house

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

Feedback from funders/partners

"Thank you for all your hard work, it has been really good joined up working"

"This is a perfect example of the work that NWC undertake - there have been some excellent interventions and support that my client has translated into action and maintained. She has spoken positively of her appointments and more importantly than any other thing - now has the confidence to live a fulfilled life and progress herself"

A year in numbers

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

How we assured the quality of the services and support we provided:

- Casework dip dives
- Quality assurance by MoJ contract managers on a monthly basis
- Suitably trained and experienced staff
- Supervision and annual appraisals

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Looking after our staff

- Safeguarding in Action training held for counselling and casework staff for reflective practice and support around boundaries
- Anti-racism and respect delivered by Anita Davies on Thursday 18th January 2024. Excellent feedback from staff and Trustees. Of those who completed an evaluation form, at the start 69% said they had good knowledge in the subject area. After the training 94% said it had increased their knowledge.
- We provided an employee assistance programme with BUPA. It provides staff with support and practical advice on issues that might be impacting their wellbeing and performance
- Supervisions and annual appraisals to develop and motivate staff, review their practice or behaviours and focus on professional development and working towards organisational goals
- Clinical supervision provided to provide professional support, reflection and learning that contributes to the individual's performance

Staff demographics

- Our staff: 55% of staff from Black or Minority Ethnic
- Nottingham: 42.7% of Nottingham's population are from Black or Minority Ethnic groups
- Sexual Orientation
- Our staff: 15 (52%) as straight or heterosexual
- Nottingham: (85.3%) identified as straight or heterosexual*
- Gender identity
- Our staff: 26 (90%) identify as gender assigned at birth
- Nottingham: (90.6%) answered "Yes", indicating that their gender identity was the same as their sex registered at birth*
- Our staff: 9 (31%) disability
- Nottingham has the joint 16th highest proportion of people who are disabled and limited a lot, out of all Local Authorities in England, at 10.4% compared to 7.5% in England overall.

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

Data collection - looking forward:

- Tracking unmet need
- Identifying emerging issues
- Counting people who were on a waiting list before they accessed services
- Number of people we turn away due to capacity

Nottingham Women's Centre

Trustees' Report

Financial review

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

We would like to thank all our supporters who supported the organisation and our service users during the year through small grants and donations. These include the Architectural Heritage Fund, MOJ, AB Charitable Trust, Lloyds Bank Foundation, Local Giving, Nottingham Soroptimists, private family donation, Taras Angels/Womens United, Hellfire Harlots, Notts Ladies Golf, John Lewis and other individual donors and 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 20 within the accounts.

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

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

Policy on reserves

We currently hold £623,385 in free reserves.

Why have Reserves?

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

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

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

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

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

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

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

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

Nottingham Women's Centre

Trustees' Report

Principal risks and uncertainties

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

Plans for future periods

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

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

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

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

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

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

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

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

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

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

Nottingham Women's Centre

Trustees' Report

Our Values

1. Led 'by and for' women

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

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

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

3. Person centred, Responsive and Strength based approach

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

4. Inclusive, Accountable and Accessible.

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

5. Collaboration and partnerships

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

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

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

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

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

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

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

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

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

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

Nottingham Women's Centre

Trustees' Report

Chair's Report April 2023 - March 2024

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

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

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

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

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

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

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

Here's to the next 50 years!

Justine Weston
Board Chair

Nottingham Women's Centre

Trustees' Report

Statement of Responsibilities

The trustees (who are also the directors of Nottingham Women's Centre for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

Disclosure of information to auditor

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

Small companies provision statement

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

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


.....
Justine Weston
Trustee

Nottingham Women's Centre

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

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Nottingham Women's Centre

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

Auditor responsibilities for the audit of the financial statements

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

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

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

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

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

A further description of our responsibilities is available on the FRC's website at:

<https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2>
This description forms part of our auditor's report.

Nottingham Women's Centre

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

Other Matters

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

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



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

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

Date: 18/7/24

Rogers Spencer is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Nottingham Women's Centre

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

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

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

Nottingham Women's Centre

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

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

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

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

Nottingham Women's Centre
(Registration number: 5113835)
Balance Sheet as at 31 March 2024

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

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

Directors' responsibilities:

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

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


 Justine Weston
 Trustee

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

Nottingham Women's Centre

Statement of Cash Flows for the Year Ended 31 March 2024

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

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

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

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

Going concern

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

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

Income and endowments

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

Donations and legacies

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

Deferred income

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

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

Expenditure

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

Charitable activities

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

Governance costs

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

Taxation

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

Tangible fixed assets

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

Depreciation and amortisation

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

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

Trade debtors

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

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

Cash and cash equivalents

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

Fund structure

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

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

Pensions and other post retirement obligations

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

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

2 Investment income

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

3 Income from donations and legacies

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Income from charitable activities

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

5 Grants & donations

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

6 Expenditure on charitable activities

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

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

6.1 Grants paid

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

7 Net incoming/outgoing resources

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

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

8 Staff costs

The aggregate payroll costs were as follows:

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

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

	2024 No	2023 No
Average number of employees	<u>29</u>	<u>28</u>

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

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

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

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

9 Analysis of governance and support costs

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

Governance costs

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

10 Tangible fixed assets

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

11 Debtors

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

12 Cash and cash equivalents

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

13 Creditors: amounts falling due within one year

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

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

14 Auditor's remuneration

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

	2024 £	2023 £
Audit fee	6,750	-
	<u>6,750</u>	<u>-</u>

15 Charity status

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

16 Taxation

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

17 Trustees remuneration and expenses

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

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

18 Related party transactions

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

Louisa Matthews - Staward Advisory Ltd

(During the period the charity paid consultancy fees totalling £3,000 to Staward Advisory Ltd, a company in which Louisa Matthews is a director.)

At the balance sheet date the amount due to/from Louisa Matthews - Staward Advisory Ltd was £Nil (2023 - £Nil).

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

19 Analysis of net assets between funds

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

	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>

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

20 Funds

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

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

Juno, NSVSS & NWC collaborative work - To source a new building.

Statutory Duty (NCC) - A therapeutic service providing support to survivors of domestic abuse and their children residing within safe accommodation.

COI (NWC) - Support for women and people from LGBT communities, delivered as part of our core functions.

PCC MOJ DSV funding - A therapeutic service providing support to survivors of domestic abuse and their children not residing in refuge accommodation.

Lloyds - Funds towards the organisation & core costs.

MOJ Core - Funds towards the organisation's core costs.

MOJ CRS contract - A service supporting women in the criminal justice system.

MOJ New Changes - A support service for women, aiming to prevent or reduce women's involvement in the criminal justice system.

Nottingham Women's Centre

Notes to the Financial Statements for the Year Ended 31 March 2024

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

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

The transfer from the Statutory Duty (NCC), MOJ New Changes (Prevent), and Lloyds fund to the General fund represents the net book value of fixed assets, the use of which is not subject to any restriction.

The transfer from the MOJ CRS Contract (£31,407) - £28,335 to the Core funding contingency represents an agreed 5% contribution towards overheads and £3,072 transfer to the General fund represents the net book value of fixed assets, the use of which is not subject to any restriction.

The transfer from the General fund to the designated Building fund represents an additional designated amount to this fund as agreed by the Trustees.

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

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
<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>
Total unrestricted funds	<u>607,829</u>	<u>137,127</u>	<u>(133,095)</u>	<u>(10,153)</u>	<u>601,708</u>
Restricted					
RENEW (Lottery)	2,277	1,635	(8,835)	4,923	-
Juno, NSVSS & NWC collaborative work	10,000	10,842	(7,080)	5,230	18,992
COI (NCC)	-	132,240	(132,240)	-	-
Labyrinth Project	10,736	22,500	(33,236)	-	-
Statutory duty (NCC)	3,201	65,621	(67,898)	-	924
MOJ Core	-	10,027	(10,027)	-	-
PCC MOJ DSV	-	30,730	(29,767)	-	963
MOJ CRS contract	-	416,173	(415,206)	-	967
Cycling grant	-	2,010	(2,010)	-	-
Garfield Weston	-	25,000	(25,000)	-	-
Lloyds	-	27,250	(27,250)	-	-
Total restricted funds	<u>26,214</u>	<u>744,028</u>	<u>(758,549)</u>	<u>10,153</u>	<u>21,846</u>
Total funds	<u>634,043</u>	<u>881,155</u>	<u>(891,644)</u>	<u>-</u>	<u>623,554</u>