

Women Connect First
Company Limited by Guarantee
Financial Statements
31 March 2021

GORDON DOWN ACCOUNTANTS

Chartered accountant & statutory auditor
Temple Court
13a Cathedral Road
Cardiff
CF11 9HA

Women Connect First

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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Women Connect First

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	Women Connect First
Charity registration number	1110834
Company registration number	4715832
Principal office and registered office	7 Neville Street Riverside Cardiff CF11 6LP

The trustees

Rajma Begum
Margaret McLaughlin
Justna Muhith
Gwendolin Chi Ngum
Areatha Comanescu
Kyriaki Tsioni
Isabel Robledo
Daxa Varsani

Accountant

Gordon Down Accountants

Temple Court
13a Cathedral Road
Cardiff
CF11 9HA

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 28 March 2003 and registered as a charity on 11 August 2005. The company was established under a Memorandum of Association which established the objectives and powers of the charitable company and it governed under its Articles of Association.

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Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

Recruitment and Appointment of Trustees

The directors of the company are also charity trustees for the purpose of charity law and under the company's Articles are known as members of the Management Board. Under the requirements of the Memorandum and Articles of Association, the members of the Management Board are elected to serve for a period of 3 years after which they must be re-elected at the next Annual General Meeting.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity. They are also regularly invited to take part in team-building and staff development days and other Women Connect First events.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chair of the Management Committee and the Director of the charity and cover:

- The obligations of Management Committee members
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives.

Organisational structure

The Charity is governed by its Trustees, who meet regularly to review reports presented to them by the administrative team which is entrusted with the implementation of the Trustees' decisions. A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Operational Manager, who has the responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the Charity. Details of payments to/from Trustees are disclosed in note 12 to the accounts. Payments to key management personnel are given in note 11. The level of payment made to all key management personnel is reviewed annually by the Trustees.

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Women Connect First

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principle risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Partnerships breaking up

Mitigating Actions:

- Seeking to work with organisations and individuals with shared values
- Establishing clear partnership agreements from the outset
- Effectively servicing partnerships with regular meetings and communication, regularly reviewing and evaluating progress.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

- Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
- Regular provision of safeguarding training for all staff and volunteers
- Effective supervision procedures
- Effective risk assessment systems in place

Risk: A major property incident

Mitigating Actions:

- Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

- Regular appraisals & team meetings
- Team development activities
- Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

- Development of activities and community projects to attract new members

Risk: Loss of funding for projects

Mitigating Actions:

- Diversify funding streams
 - Generate own income
 - Boost public donations
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Women Connect First

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities

Purposes and aims

The aims and objects of the charity are:

- To advance the education of the public primarily but not exclusively of women members of ethnic minority communities
- To relieve poverty and distress arising from financial hardship and/or physical and/or mental suffering
- The promotion of equality and diversity for the public benefit, in particular, but not exclusively, in Wales by:
 - (i) Developing the capacity and the skills primarily but not exclusively, of women members of ethnic minority communities in such a way that they are better able to identify and help meet their needs and appropriate more fully in society
 - (ii) Raising awareness of their social and religious needs.

Volunteers

While employing a number of full time staff, the charity also has numerous volunteer helpers who are responsible for the support of many activities. It is not possible to place a monetary value on the contribution made by volunteers nor are figures available that show how many hours of service they provide.

Achievements and performance

On behalf of the Trustees and Staff, we would like to thank our funders and volunteers for providing us with the support and resources that make it possible to provide these most essential services to some of the most disadvantaged and vulnerable black and minority ethnic women and their families in South Wales.

This year we witnessed an increase in the number of women, children, young people and families we supported with the figure rising to 2,800 approximately.

This year has been an extraordinary year. From early 2020, coronavirus become the main issue that we had to contend with. We saw the world and the country going through unprecedented times. Presenting us with challenges we never imagined we would face in our lifetimes. The impact of the pandemic has been especially hard for the women we support. Through our extensive engagement sessions with women over the last 18 months, we have come to recognise the dire extent of maternal and infant birth outcomes in Wales.

In Wales, the Black Lives Matter movement has been a catalyst for re-examining how ethnicity affects life chances and spurred many younger people to positive action but for others it has crystallised feelings of frustration and disillusion. The information and knowledge we have drawn has led to us being instrumental in highlighting the ethnic disparities to local authority services and contributing to the Welsh Government Race Equality Action Plan.

Thanks to funding from the Welsh Government and the Tudor Trust, Women Connect First (WCF), Hayaat Women's Trust (HWT) and Henna Foundation (HF) carried out research into BME women in Wales' lives as part of the Race Equality Action Plan development. We now have unprecedented detail about the challenges facing the women we support. The research undertaken by MELA Cymru resulted

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

in a 2021 report, 'Voices of BAME Women in Wales' and contribute fully to the Welsh Government Ten-year Race Equality Action Plan and provide a comprehensive strategy framework for WCF.

We continued to run successful projects, developed to help mitigate some of the challenges and hardships faced by our service users, offering a range of life-enhancing services, including advice and advocacy, learning and education and health and wellbeing activities. Many of our services are over-subscribed with waiting lists for ESOL classes and social outings. Delivered in strong partnership with others, they include **Health Body, Healthy Mind** (2019-2023), **ReAD** Restore and Appreciate Diversity project funded by the Welsh Government Hate Crime Minority Community Grant, the **Let's Age Well** project funded by the Welsh Government Sustainable Social Services Grant, **We Can Work It Out** project and a successful Care Inspectorate Wales (CIW) registered crèche and after school clubs.

During the early onset of the Covid-19 pandemic, we recognised the importance of maintaining contact with our service users and swiftly transferred all services and projects to online platforms. As the Covid timeline has developed and fluctuated we too have adapted and responded flexibly, creatively and regularly re-assessed the online services. This has included combining offline resources with online sessions and quickly adapted our courses and learning so that families can take part. Numbers using our services have tripled and feedback describes them as 'a lifeline'. It has also offered new projects including **Meals on Wheels** and the **Together We Can** mental health project. We have also raised funding towards digital devices since some families were struggling to attend the Zoom sessions; by way of an example, many of our service users were sharing one mobile phone between three or more children or using a parent's mobile and unable to take part when the parent was out at work.

Covid-19 has brought unparalleled changes to how we all apply ourselves in day-to-day home and work settings. Thanks to the core funding from Tudor Trust, during these unprecedented times, WCF was able to deliver a wide range of efficient and successful services furthermore having a lasting impact at policy level. This has involved new approaches, developed new partnerships and consistently attending Welsh Government fora and contributing to shaping the Race Equality Action Plan.

Some funders made specific Covid-19 funding available to the third sector, which we were able to access to provide the following:

1. **Wales Community Café on Wheels** was funded from the Welsh Government Covid-19 emergency fund. Since October 2020, we have been delivering 40-60 free meals a day to isolated, elderly, people leaving hospital or people with Covid-19. Also catering for orders to make a little profit to reinvest in the café.
 2. We were successful in obtaining 6 months Covid-19 funding from MIND to deliver a pilot mental health support project "**Together We Can**", employing 3 staff members. This ended in April 2021.
 3. The Paul Hamlyn Foundation provided us with Covid-19 emergency core funding for admin and communication support and to provide IT support to our participants.
 4. We had Covid-19 funding from the Tudor Trust, the Diversity Project Charity and Admiral. Small pots of funding that we used to support our staff, volunteers and participants with IT and mental health activities.
 5. BAWSO/Comic Relief Covid-19 funding for extension of our After School Clubs that expanded to cover a further 2 areas in Cardiff; Butetown and Adamsdown. We now run 3 after school clubs in Cardiff.
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Year ended 31 March 2021

6. Overall, over the last 12 months, we supported an additional **2,800 women, children, young people** and their families.

The Golden Years, **Lets Age Well** project continues to grow. Thanks to Lloyds Bank Foundation for extending the funding for 3 more years (2019-2022). In addition, we received the Welsh Government Sustainable Social Services Grant, a 3-year funding (April 2020-March 2023) to provide culturally appropriate co-produced activities that will equip older Black & Ethnic Minority Women (50+) with skills and confidence to take preventative action in relation to their daily living needs. In 2020-2021 we started with 40 participants who were willing to try the virtual engagement, by March 2021 the number of participants reached 220, with 150 regularly attending more than one activity. The radius of our outreach widened and the number kept increasing to Penarth, Barry and Newport with women from 30 different ethnic backgrounds. The feedback from the participants expressed positive impact on their sleeplessness, anxiety and isolation confirming that they didn't feel the impact of the lockdown.

Thanks to funding from **Children in Need**, our After School Club has been running for the last 3 years. It has brought in the younger generation to our centre and have made an enormous difference to our delivery as we now listen to another perspective when planning services. We run two sessions per week and cater for 150 children per week between the ages of 5 to 17. The children are in charge of planning the activities. Over the pandemic we delivered most of our sessions online and during the summer we were able to deliver outdoor sessions that were very well attended as the children and families were desperate to get out and enjoy physical activities and fresh air.

Our **Little Rainbow crèche** provided online support for mums and their young children. We run an average of 2 sessions per week with 10 to 15 children (including babies and toddlers) attending each session. Activities included language & play, baby massage, baby development, bonding etc. Our crèche staff are an experienced and dedicated team, working with very disadvantaged children from vulnerable families. Our children have limited access to other services as their parents often have English as their second language, suffer from isolation and are systematically discriminated because of their race, religion, immigration status as asylum seekers, refugees, migrant workers, etc. From the outset, they fall behind in their education as they don't have the resources or opportunities that other children have.

Healthy Body, Healthy Mind is a 4-year project funded by the Healthy and Active Fund which aims to actively engage BME women and their families in Cardiff and surrounding areas in physical activity and healthy lifestyles to improve their health and well-being. We were able to maintain and transfer most of these activities online and during the summer and periods when we were legally allowed to be out, we provided many outdoor activities. We ran a range of physical and mental well-being activities including football, cricket, chair yoga, HIIT, Bollywood dance sessions and cycling to name a few alongside family cook along sessions, nutrition talks and seminars of various health topics. We had over 300 attendees over the course of the activities some of which ran for more than 9 months.

We have been working in partnership with South Riverside Community Development Centre, Oasis Cardiff, the Horn Development Agency and the New Economic Foundation in the delivery of the **We Can Work It Out** project. Using a coproduction model working with BME working families in Cardiff that are finding it difficult to make ends meet. The aim is to develop and deliver services, activities and solutions that begins to break down barriers, promote opportunities and improve the quality of life.

A report was produced with recommendations and highlighting the main issues affecting BME families in Cardiff. The report was produced by the group and has specific recommendations about the activities chosen by participants. Here are some examples of the activities:

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

- Before and after school clubs to enable parents to take up jobs
- Help and advice with job searching
- Lobbying Welsh Government and Cardiff Council
- Language support (ESOL for living, ESOL for working)

Restore and Appreciate Diversity project was funded by the Welsh Government Hate Crime Minority Community Grant. The aim of the project was to develop a bespoke best practice restorative justice community partnership collaborative hub, providing a replicable sustainable local delivery and education restorative community cohesion model that can be rolled out wider. We want to co-produce a multiagency restorative training, supervision and education programme with staff and volunteers who are from BME communities.

We were able to provide most of the activities and support online. The project came to an end in March 2021 and engaged with 860 beneficiaries during its lifetime of 18 months.

Over the last year we have taken immeasurable steps to raise the voices of the women of colour that has affected attitudes and funding from the Government and Local Authority.

1. Thanks to funding from Tudor Trust, we produced a research and policy paper "Amplifying the Voices of BAME women in Wales". A dialogue has been developed and established with different departments in Welsh Government, Public Health Wales, the Chief Nurse for Wales, Head of Midwifery Services, School of midwives, the University Hospital for Wales, South Wales Police, the Independent Office for Police Complaints, The Wales Race Forum. We are part of the community cohesion forum in Cardiff and the Race Equality Task Group, working with the Mental Health team and the Older People's Commissioner advisory panel.
2. We have developed many positive relationships with other third sector organisations and are working together to deliver more effective and efficient services.
3. We are leading in the development of a diverse women hub in partnership with other women organisations; BAWSO, Bangladeshi Women's Association, Hayaat Women's Trust, The Women Chat, United2change, Henna Foundation and Sisters Uncut.
4. Our CEO has fully contributed and taken part in the development of the 10 years Race Equality Strategy for an anti-racist Wales. Our women have participated in many consultations and deep-dive sessions to contribute with their lived experiences of discrimination and racism. We are perceived as change makers and influencing policy and service delivery in Wales.
5. Our local politicians and the First Minister visit our centre regularly. The realities of women of colour in Wales are reflected in their policies and practices. We have arranged a couple of meetings with the Chief Officer for Social Services. We are continuously working in ensuring that the voices of those women who are most oppressed and isolated are heard. We challenge injustices and discrimination across the board and raise awareness of the realities that our women and families live.

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Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review

The charity's total income for the year amounted to £631,300. The restricted incoming resources for the year of £555,522 consists of grant income received. Any unspent revenue income is carried forward to next year, as at 31st March 2021 restricted reserves were £73,218. The total unrestricted funds at the year-end represent the charity's free reserves and amounted to £229,513.

Reserves policy

In the trustees' view, the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future. The trustees propose to maintain the charity's reserves level which is at least equivalent to six months operational expenditure and will do so having regards to its manner of operation of likely funding systems.

The trustees will review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a quarterly basis at their regular monthly meetings.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about its ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Trustees' responsibilities statement

The trustees, who are also directors 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).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

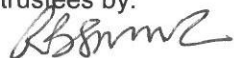
Women Connect First

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

The trustees' annual report was approved on 27/10/21 and signed on behalf of the board of trustees by:



Rajma Begum
Chairperson

Women Connect First

Company Limited by Guarantee

Independent Examiner's Report to the Members of Women Connect First

Year ended 31 March 2021

I report on the accounts of the charity for the year ended 31 March 2021 set out on pages 11 to 19.

Respective Responsibilities of Trustees and Examiner

The charity's trustees (who are also directors of Women Connect First for the purpose of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent Examiners Report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on whether the accounts present a 'true and fair view'.

Independent Examiners Statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the trustees have not met the requirements to ensure that:
- proper accounting records are kept (in accordance with section 386 of the Companies Act 2006); and
 - accounts are prepared which agree with the accounting records, and comply with the accounting requirements of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005);
- or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed  Date 27/12/2021

L.S. Cohen FCA

**Independent Examiner
Gordon Down Accountants
Temple Court
13a Cathedral Road
Cardiff
CF11 9HA**

Women Connect First
Company Limited by Guarantee
Statement of Financial Activities
Year ended 31 March 2021

STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted	Restricted	Endowment	Total	Total
		Funds	Funds	funds	2021	2020
	Note	£	£	£	£	£
Incoming Resources						
Donations	5	-	555,522	-	555,522	308,318
Charitable Activities	6	75,771	-	-	75,771	63,877
Investment Income	7	7	-	-	7	76
Total Income and Endowments		75,778	555,522		631,300	372,271
Expenditure on:						
Charitable Activities	8	18,164	553,115	-	571,279	310,574
Total Expenditure		18,164	553,115		571,279	310,574
Net income/(expenditure) for the year		57,614	2,407		60,021	61,698
Funds brought forward		171,899	70,811	200,000	442,710	381,033
Funds carried forward		229,513	73,218	200,000	502,731	442,731

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

Women Connect First
Company Limited by Guarantee
Statement of Financial Position
Year ended 31 March 2021

		2021		2020	
		£	£	£	£
Fixed Assets					
Tangible Assets	13		298,258		299,206
Current Assets					
Debtors	14	35,225		17,502	
Cash at Bank and in Hand		<u>214,405</u>		<u>163,797</u>	
		249,630		181,299	
Creditors: Amounts falling due within one year	15	<u>45,157</u>		<u>37,774</u>	
Net current assets			<u>204,473</u>		<u>143,525</u>
Net assets			<u><u>502,731</u></u>		<u><u>442,731</u></u>
Funds					
Endowment Fund			200,000		200,000
Restricted funds	16		73,218		57,898
Unrestricted funds			229,513		184,833
			<u><u>502,731</u></u>		<u><u>442,731</u></u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the board of trustees and authorised for issue on 27/10/2021 and are signed on behalf of the board by:



Rajma Begum

Chairperson

Women Connect First

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

General information

1. The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 7 Neville Street, Riverside, Cardiff, CF11 6LP.

2. **Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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), Charities SORP (FRS 102) and the Companies Act 2006.

3. **Accounting policies**

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Women Connect First

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Women Connect First

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

An increase in the carrying amount of an asset as a result of a revaluation is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities.

A decrease in the carrying amount of an asset as a result of revaluation is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	- 25% reducing balance
Equipment	- 33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Women Connect First**Company Limited by Guarantee****Notes to the Financial Statements (continued)****Year ended 31 March 2021****3 Accounting policies (continued)**

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4 Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of the company being liquidated is limited to £1.

5 Donations

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
Grants				
BAWSO	-	20,000	20,000	-
Community Foundation Wales Covid Support	-	10,000	10,000	-
Children in Need	-	10,777	10,777	7,478
Legal & General	-	-	-	11,000
Lloyds Bank Foundation	-	29,570	29,570	23,421
Mind Coronavirus Mental Health Response Fund	-	49,427	49,427	-
Paul Hamlyn Foundation	-	20,000	20,000	-
The Co-operative Store	-	260	260	-
The Diversity Project Charity	-	2,700	2,700	-
The National Lottery Community Fund - Awards For All	-	9,937	9,937	-
The National Lottery - Peoples Project	-	-	-	5,000
Technique	-	1,500	1,500	-
Tudor Trust	-	45,800	45,800	30,000
Virgin Money Foundation - Heart of the Community Fund	-	-	-	500
WCVA Voluntary Services Recovery Fund	-	63,650	63,650	-
Welsh Govt - Green Connect	-	-	-	10,000
Welsh Govt - Hate Crime Minority Communities	-	39,930	39,930	7,069
Welsh Govt. Healthy and Active Fund	-	148,891	148,891	-
WAG Race Equality Plan	-	5,000	5,000	-
Welsh Govt. Sustainable Social Services Third Sector	-	80,990	80,990	10,063
South Riverside Community Development Centre	-	17,090	17,090	20,979
Welsh Govt - Healthy Active Fund	-	-	-	150,000
National Lottery - Womens Health First	-	-	-	32,808
	-	555,522	555,522	308,318

6 Charitable Activities

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
Others	75,771	-	75,771	63,877
	75,771	-	75,771	63,877
	Unrestricted Funds £	Restricted Funds £	2020 Total £	2019 Total £
7 Investment income	7	-	7	76

8 Expenditure on charitable activities

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Expenditure on Charitable Activities	18,164	553,115	571,279	310,574
ESOL teacher	-	4,383	4,383	1,860
Bad debts	985	-	985	-
Bank charges	-	10	10	-
Board expenses	211	-	211	-
Activity costs	-	54,779	54,779	26,999
Staff and volunteer recruitment	-	572	572	1,192
Staff & volunteer training	570	2,266	2,836	4,548
Publicity & networking	354	348	6	6,495
Staff travel	-	3,209	3,209	999
Environmental & heritage trips	-	-	-	4,528
IT costs	667	20,126	20,793	12,314
Project evaluation	-	6,188	6,188	3,725
Project overheads	-	3,917	3,917	-
Rates	690	-	690	663
Broadband	333	-	333	587
Telephone	326	10,226	10,552	1,968
Repairs and maintenance	2,121	4,947	7,068	10,130
Light & heat	1,948	-	1,948	3,395
Printing stationery and postage	1,669	2,067	3,736	1,442
Sundries	22	207	229	1,155
Insurance	714	-	714	879
Equipment costs	-	13,169	13,169	2,654
Volunteer expenses	1,850	17,334	19,184	6,899
Childcare	1,951	12,857	14,808	16,247
Consultants	1,611	35,476	37,087	4,168
Accounting and legal	1,853	-	1,853	1,591
Interpreting and translations	-	512	512	1,396
IT Class	-	3,435	3,435	4,125
Management fees	-	47,310	47,310	22,096
Maths tutor	-	765	765	-
Motor expenses	2,168	6,183	8,351	-
Wages	- 2,826	296,424	293,598	153,452
Room hire	-	6,301	6,301	3,212
Training	-	-	-	10,397
Sponsorship	-	800	800	195
Depreciation	947	-	947	1,263
	<u>18,164</u>	<u>553,115</u>	<u>571,279</u>	<u>310,574</u>

9 Net incoming resources for the year

Net incoming resources are stated after charging:	2021 Total £	2020 Total £
Depreciation	948	1,263

10 Staff Costs

The total staff costs and employee benefits are analysed as follows:

	2021 £	2020 £
Wages and Salaries	265,427	140,622
Social Security costs	15,065	7,978
Employer contributions to pension plans	10,139	4,852
	<u>290,631</u>	<u>153,452</u>

The average head count of employees during the year was 19 (2020: 11). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
Number of staff	<u>19</u>	<u>11</u>
Full time equivalent	<u>13</u>	<u>7</u>

11 Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £44,312 (2020: £65,111).

12 Trustee remuneration and expenses

No remuneration or other benefits of employment with the charity or a related entity were received by the trustees.

13 Tangible Fixed Assets	Land & Buildings	Fixtures & Fittings	TOTAL
Cost	£	£	£
At 1 April 2020	295,415	17,346	312,761
Additions	-	-	-
At 31 March 2021	<u>295,415</u>	<u>17,346</u>	<u>312,761</u>
Depreciation			
At 1 April 2020	-	13,555	13,555
Charge for the year	-	948	948
At 31 March 2021	<u>-</u>	<u>14,503</u>	<u>14,503</u>
Net Book Value			
At 31 March 2021	<u>295,415</u>	<u>2,843</u>	<u>298,258</u>
At 31 March 2020	<u>295,415</u>	<u>3,791</u>	<u>299,206</u>

14 Debtors	2021	2020
	£	£
Trade debtors	1,610	4,437
Prepayments and accrued income	33,615	13,065
	<u>35,225</u>	<u>17,502</u>

15 Creditors: amounts falling due within one year	2021	2020
	£	£
Trade creditors	19,416	13,880
Accruals and deferred income	13,862	15,265
Social security and other taxes	11,879	8,629
	<u>45,157</u>	<u>37,774</u>

Women Connect First
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2021

16 Analysis of charitable funds	At 1 April 2020	Income £	Expenditure £	At 31 March 2021
Unrestricted funds				
General funds	<u>184,833</u>	<u>75,778</u>	<u>18,164</u>	<u>242,447</u>
Restricted funds				
BAWSO COVID-19 BAME Support	0.00	20,000.00	11,619.79	8,380.21
Community Foundation Wales COVID Support	0.00	10,000.00	10,000.00	0.00
Children in Need	3,475.15	10,777.00	10,462.78	3,789.37
Legal & General	11,000.00	0.00	11,000.00	0.00
Lloyds Bank Foundation for England & Wales	9,687.86	29,570.00	25,863.22	13,394.64
Mind Coronavirus Mental Health Response Fund	0.00	49,427.00	49,427.00	0.00
Paul Hamlyn Foundation	0.00	20,000.00	3,491.70	16,508.30
The Co-operative Store	0.00	260.49	0.00	260.49
The Diversity Project Charity	0.00	2,700.00	0.00	2,700.00
The National Lottery Community Fund - Awards for All	0.00	9,937.00	9,937.00	0.00
The National Lottery Community Fund - People's Projects	1,742.50	0.00	1,742.50	0.00
Techniquist	0.00	1,500.00	0.00	1,500.00
Tudor Trust	14,683.95	45,800.00	43,589.07	16,894.88
Virgin Money Foundation - Heart of the Community Fund	420.00	0.00	420.00	0.00
WCVA Voluntary Services Recovery Fund	0.00	63,650.37	54,974.67	8,675.70
Welsh Government - Green Connect	2,746.52	0.00	2,746.52	0.00
Welsh Government - Hate Crime Minority Communities	0.00	39,929.52	39,929.52	0.00
Welsh Government - Healthy & Active Fund	25,836.68	148,891.01	174,727.69	0.00
Welsh Government - Race Equality Action Plan	0.00	5,000.00	5,000.00	0.00
Welsh Government - Sustainable Social Services Third Sector	0.00	80,990.00	80,990.00	0.00
South Riverside Community Development Centre	1,218.29	17,089.82	17,193.74	1,114.37
	0.00			0.00
	<u>70,811</u>	<u>555,522</u>	<u>553,115</u>	<u>73,218</u>