

COMPANY REGISTRATION NUMBER: 4715832
CHARITY REGISTRATION NUMBER: 1110834

Women Connect First
Company Limited by Guarantee
Financial Statements
31 March 2022

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 2022

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Women Connect First

Company Limited by Guarantee

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

Year ended 31 March 2022

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 2022.

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 – until 21 04 2022
Kyriaki Tsioni – until 03 11 2021
Isabel Robledo – until 31 12 2021
Daxa Varsani
Aisha Ali – appointed 24 11 2021
Shavanah Taj – appointed 24 11 2021

Accountant	Gordon Down Accountants Temple Court 13a Cathedral Road Cardiff CF11 9HA
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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.

Women Connect First

Company Limited by Guarantee

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

Year ended 31 March 2022

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

Company Limited by Guarantee

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

Year ended 31 March 2022

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 2022

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. Over the years we have supported many thousands of women who have been in need of practical and emotional support for many reasons, including discrimination, isolation because of societal, economic and cultural barriers.

This year has been an extraordinary year for Women Connect First. Coronavirus continued to be the main factor that we needed to contend with. We saw lockdowns, tier systems and many other ways of trying to control the virus. We had to be flexible in delivering our activities and services to ensure that the physical and mental health of our participants was paramount to the services we provided. This presented us with challenges we never imagined we would face in our lifetimes. We indeed saw the end of lockdowns and the beginning of a new cycle, learning to live with Covid.

Over the last year throughout our work, the voice of our beneficiaries and volunteers are an ever-increasing part in planning, developing and delivering our services. In spite of the current funding crisis, we have maintained highly effective and efficient support programmes at a time of increasing pressure on public funding. We have developed and maintained successful relationships with our funders and service providers.

Women Connect First

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

Year ended 31 March 2022

The socio-economic challenges facing our women include matters relating to family breakdown, educational failure, worklessness and dependency, problems with addiction, and serious personal debt. Some of the most pressing hardships faced by the women we support include discrimination and societal, economic and cultural barriers. Impacts include isolation, fear, poor health and well-being, poverty and low economic prospects for them and their families. Since the 2016 EU Referendum, Black, Asian and Ethnic Minority women, children and families in Wales have been hit with relentless troubling times. The challenges have, if anything been exacerbated since 2018. The UK government's 'hostile environment' and post Brexit have heightened insecurity and tension amongst all migrant communities. Ongoing public sector austerity continues to strain much needed public services.

The impact of the pandemic has been especially hard for the women we support. For example, lockdown was particularly difficult for many of our mums as they are lone parents, with English as a second language. Some are asylum seekers or refugees, without family and community networks and many of our children are feeling insecure and lagging behind in language, learning and socialising. Through our extensive engagement sessions with women, over the last 3 years we have also 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 Women Connect First being instrumental in highlighting the ethnic disparities to local authority services and fully contributing to the Welsh Government Race Equality Action Plan.

Women Connect First has continued to run successful projects:

GOLDEN YEARS- LET'S AGE WELL

The total number of participants is 210 in total, with 150 actively involved in different activities, 45 advice work and the rest are happy with only regular chats over the phone. All these activities were delivered flexibly, sometimes face to face and many times online.

Basic Skills Sessions - ESOL beginners and advanced levels, book clubs, Club- 24 participants advanced level. Participants practice reading comprehension and discussion. We had creative IT and computer skills classes.

Community Integration and Social Events - Cultural celebrations included Eid Ramadan/Eid Al Adha/Diwali/Christmas and Chinese New Year. Mostly celebrated outdoors or in community centres.

Outdoor Activities - picnics were not only to get together and socialise but also to help the participants apply their learning from the fun-tastic sessions on using Google Maps to find their way to the location and to use bus timetables. Each picnic is planned at a different park in Cardiff to increase appreciation of the city.

Physical/Healthy Living Activities - Slow flow Yoga, Virtual Walking, Pilates and Tai Chi.

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Year ended 31 March 2022

Know Your Rights and Needs' Programme - Seminars were arranged in partnership with the following service providers:

All You Need to Know About Older People's Benefits: delivered by Age Cymru

Group Consultation On Unpaid Care: delivered by Age Cymru

Menopause Cafe: delivered by Velindre

Later Life Planning (Importance of LPA): delivered by Age Cymru

Sight & Vision Awareness: delivered by Sight Cymru

Social Services and CVUH

General Arthritis, Food Safety Consultation, Diabetic Footcare, Arthritis Diet & Nutrition

Advice & Advocacy - Advocacy service was provided for 63 older participants, with an additional 14 individual family members which are not within the project's age range. The total number of different cases dealt with during the whole year reached 485 across the different issue areas; finances/benefits, family relations, utilities, housing, repairs, education, immigration/citizenship, emotional support/mental health, medical needs/disability, careers and other miscellaneous.

THE RAINBOW CRECHE

Our crèche has continued this year with 4 sessions a week. This included the childcare for ESOL students attending classes in the Centre. Other parents were also encouraged to book their children in, leaving them to enjoy 2.5 hours of play and learning at the cost of £5 per session.

We saw many of our participants after lockdown with their children feeling a bit unsecure of how to deal with the situation. Our women are some of the most disadvantaged women in our communities, living in very poor housing conditions and suffering from physical and mental health issues due to the situation as asylum seekers, refugees, lone parenting, low income, etc.

We cared for a total of 26 different children aged from 4 months to 5 years old using up 242 places in our crèche.

- 12 were from parents attending the ESOL class.
- 8 were paying for the sessions they accessed.
- 6 of parents attending other classes.

The activities are designed and planned to aid in the holistic development of the children and enhance their quality of learning preparing them for full-time school. Themes such as 'under the sea' where the children explored the life of sea creatures through stories, painting and other crafts. We also managed to plant and grow some tomatoes in the garden. The children enjoyed watering the plants but were not too happy to eat them.

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Year ended 31 March 2022

Some of the children were born during 2020 lockdown; however, with these little ones, we have seen them develop and become more independent, they are catching up with their social and oratory skills that they were falling behind with. One ability that we needed to work on (and are still working on) with the children were their emotions as they need to learn about their own feelings as well as others and how to manage these. Teaching them to show respect and concern for the feelings of others, as most of these children had been the centre of attention during the lockdown period but now they find themselves having to learn to get along with others.

AFTER SCHOOL CLUBS AND SUMMER ACTIVITIES

After School Club activities were sustained by a patchwork of funding support during the year 2021-22, including support from Children in Need, the Lottery Covid BAME support grant administered by BAWSO, Awards for All Lottery funding and additional grants for children and young people's activities from Cardiff Council.

The emphasis for all the After-School Clubs, Girls Group and holiday activities was on rebuilding social skills and providing children with opportunities to interact and have fun as we emerged from the Covid pandemic. Provision was a mix of online, outdoor and a return to socially distanced indoor activities when circumstances allowed.

We ran after-school clubs in Riverside, Butetown, Adamsdown, Roath and Cathays. We ran 155 sessions in total with the participation of 343 children, offering a variety of outdoor activities including sports days, team games, nature trails, drumming, tie dye, outdoor photo booth, pizza party, mosaic, football, cricket, rounders and more. During these sessions children and young people grew more confident, became physically fitter and improved their communication skills

HEALTHY BODY HEALTHY MIND (HBHM)

The key achievements for HBHM in its third year have been the continued high numbers of beneficiaries. In this year, 258 participants were engaged, 155 of whom were new to the project. The project has engaged 395 participants. The project remains on course to exceed its overall end of project target for participant numbers, which following the extension of HAF funding for the project to a fourth year and a resulting increase in output targets, is now 490 ethnic minority women to be engaged by the end of that funding. This engagement was achieved despite the continued challenges of COVID and other problems that the project faced during the period.

93% of participants sampled reported that they had improved their physical health because of the project and 90% improved their mental well-being. 93% of respondents felt they now had more knowledge of the benefits of physical exercise, healthy eating and learning more about their health because of the project.

This is a holistic project that seeks to improve health and well-being through early intervention. Alongside sports and fitness activities, the project runs sessions to educate and increase understanding of healthy eating, to help participants make better choices and to promote the importance of physical activity, especially for those who currently do very little or no exercise, as well as the importance of health screening and proactive health prevention and well-being related activities to improve emotional and mental health.

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Year ended 31 March 2022

WELLBEING CHAMPIONS

This has been a great project to get women and young girls involved with physical activities. We have run new sessions which included Kickboxing, Pilates, HIIT (High Intensity Interval Training), Football, Ice Skating, Tennis and Art for Wellbeing sessions for BAME women and young girls. The Well-being Champions project have seen 91 Women & Children join the project between 2021-2022 and has been growing since.

The activities ran face to face at various local venues around Cardiff that were easily accessible for our beneficiaries. Sessions ran in 6 different venues which included Chapter Arts Centre (Canton), Grange Pavilion (Grangetown), Riverside Warehouse (Riverside), Sports Wales National Centre Tennis Courts (Pontcanna), Channel View Leisure Centre (Grangetown) and Ice Arena Wales (Cardiff Bay). The sessions were run with the help of partners such as Grange Pavilion, Cardiff Youth Services, Tennis Squad as well as many local instructors.

TOGETHER WE CAN THRIVE

Following the great success of the pilot project "Together We Can", we launched the "Together We Can Thrive" project from mid-March 2022 to continue promoting wellbeing and mental health of women from diverse communities. The aim of the project is to engage with and support BAME women and their families to address identified mental health issues experienced during the Covid pandemic. Activities were mostly face to face sessions and included Yoga, Tai chi, art for wellbeing, mental health seminars and workshops, crochet, trips plus others.

We look forward to helping BAME ladies and their families to overcome mental health, especially after the pandemic.

Food poverty and the cost of living crisis will no doubt increase as our service users will lose income from job losses and the cost of living continuing to increase excessively. Our concern is this may increase levels of family breakdown. We are in the early stages of discussions with other local third sector and statutory partner organisations to explore ways of supporting women and their families.

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 With funding from Welsh Government, Women Connect first and MELA produced 2 reports which contributed to the 10 Year Anti-Racist Plan for 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, and 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.

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Year ended 31 March 2022

- 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-year 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 visited our centre regularly to ensure that the realities of women of colour in Wales are reflected in their policies and practices.
- 6 We are continuously working on 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.

Financial review

The charity's total income for the year amounted to £672,102 (2021: £631,300). The restricted incoming resources for the year of £600,819 consists of grant income received. Any unspent revenue income is carried forward to next year, as of 31st March 2022 restricted reserves were £189,412. The total unrestricted funds at the year-end represent the charity's free reserves and amounted to £258,882.

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

Women Connect First

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

Year ended 31 March 2022

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.

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

Shavanah Taj
Chairperson

Women Connect First

Company Limited by Guarantee

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

Year ended 31 March 2022

I report on the accounts of the charity for the year ended 31 March 2022 set out on pages 11 to 20.

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 Charitiesor
- (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

Philip M Harris 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 2022

STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted Funds	Restricted Funds	Endowment funds	Total 2022	Total 2021
	Note	£	£	£	£	£
Incoming Resources						
Donations	5	420	600,819	-	601,239	555,522
Charitable Activities	6	70,857	-	-	70,857	75,771
Investment Income	7	6	-	-	6	7
Total Income and Endowments		71,283	600,819		672,102	631,300
Expenditure on:						
Charitable Activities	8	41,914	484,625	-	526,540	571,279
Total Expenditure		41,914	484,625		526,540	571,279
Net income/(expenditure) for the year		29,369	116,194		145,563	60,021
Funds brought forward		229,513	73,218	200,000	502,731	442,710
Funds carried forward		258,882	189,412	200,000	648,294	502,731

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
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Statement of Financial Position
Year ended 31 March 2022

STATEMENT OF FINANCIAL POSITION

		2022		2021	
		£	£	£	£
Fixed Assets					
Tangible Assets	13		297,310		298,258
Current Assets					
Debtors	14	38,300		35,225	
Cash at Bank and in Hand	18	<u>346,451</u>		<u>214,405</u>	
		384,751		249,630	
Creditors: Amounts falling due within one year	15	<u>33,767</u>		<u>45,157</u>	
Net current assets			350,984		204,473
Net assets			<u>648,294</u>		<u>502,731</u>
Funds					
Endowment Fund			200,000		200,000
Restricted funds	16		189,412		73,218
Unrestricted funds	16		258,882		229,513
			<u>648,294</u>		<u>502,731</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 _____ and
are signed on behalf of the board by:

Shavanah Taj
Chairperson

Women Connect First
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Statement of Cash Flows
Year ended 31 March 2022

STATEMENT OF CASH FLOWS

	Total	Total
	2022	2021
	£	£
Cash flows from operating activities		
Net Income	145,557	60,014
<i>Adjustments for:</i>		
Depreciation for tangible fixed assets	948	947
<i>Changes in:</i>		
Trade and other debtors	(3,075)	(17,723)
Trade and other creditors	<u>(11,390)</u>	<u>7,383</u>
Cash generated from operations	132,040	50,621
Interest received	<u>6</u>	<u>7</u>
Net cash from operating activities	<u>132,046</u>	<u>50,628</u>
Net increase in cash and cash equivalents	132,046	50,628
Cash and cash equivalents at beginning of year	<u>214,405</u>	<u>163,777</u>
Cash and cash equivalents at end of year	<u>346,451</u>	<u>214,405</u>

Women Connect First

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Notes to the Financial Statements

Year ended 31 March 2022

1 General information

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.

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

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 2022

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.

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.

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 to which it relates.

Women Connect First

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

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 Grants received	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
BAWSO	-	-	-	20,000
Community Foundation Wales Covid Support	-	-	-	10,000
Children in Need	-	9,013	9,013	10,777
CAF Resilience Fund Phase 2	-	93,761	93,761	-
Cardiff Council - Period Poverty	-	1,800	1,800	-
Cardiff Council - Summer of Smiles	-	7,000	7,000	-
Cardiff Council - Winter of Well-being	-	12,500	12,500	-
Cardiff Third Sector Council (C3SC)	-	5,000	5,000	-
Lloyds Bank Foundation	-	24,746	24,746	29,570
Mind Coronavirus Mental Health Response Fund	-	-	-	49,427
Paul Hamlyn Foundation	-	-	-	20,000
Paul Hamlyn Foundation - Different Voice, Different View	-	46,000	46,000	-
Smallwood Trust and the Women Thrive Fund	-	48,052	48,052	-
The Co-operative Store	-	2,742	2,742	260
The Diversity Project Charity	-	-	-	2,700
The National Lottery Community Fund - Awards For All	-	8,499	8,499	9,937
Techniquist	-	-	-	1,500
The National Heritage Memorial Fund	-	30,000	30,000	-
Third Sector ICF Capital Investment Fund 2021	-	9,151	9,151	-
Tudor Trust	-	40,000	40,000	45,800
WCVA Voluntary Services Recovery Fund	-	62,883	62,883	63,650
Welsh Government Hate Crime Minority Communities	-	-	-	39,930
Welsh Government Healthy and Active Fund	-	75,000	75,000	148,891
Welsh Government - Period Dignity Strategic Action Plan	-	10,000	10,000	-
Welsh Government Race Equality Action Plan	-	14,997	14,997	5,000
Welsh Government Sustainable Social Services Third Sector	-	82,719	82,719	80,990
South Riverside Community Development Centre	-	16,957	16,957	17,090
	-	600,819	600,819	555,522
Charitable Activities	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
6 Other income	70,857	-	70,857	75,771
	70,857	-	70,857	75,771
	£	£	£	£
7 Investment income	6	-	6	7

Women Connect First
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2022

8 Expenditure on charitable activities

	Unrestricted	Restricted	2022 Total	2021 Total
ESOL teacher	-	5,814	5,814	4,383
Bad debts	-	-	-	985
Bank charges	-	-	-	10
Board expenses	-	79	79	211
Activity costs	-	32,815	32,815	54,779
Staff and volunteer training	-	4,625	4,625	2,836
Staff & volunteer recruitment	-	9,597	9,597	572
Publicity & networking	-	1,029	1,029	6
Staff travel	-	807	807	3,209
IT costs	742	3,969	4,710	20,793
Project evaluation	-	6,915	6,915	6,188
Project overheads	-	7,130	7,130	3,917
Rates	987	-	987	690
Broadband	547	-	547	333
Telephone	2,078	4,473	6,550	10,552
Repairs and maintenance	2,490	3,140	5,630	7,068
Light & heat	2,996	-	2,996	1,948
Printing stationery and postage	2,198	1,200	3,398	3,736
Sundries	292	350	642	229
Insurance	1,362	-	1,362	714
Equipment costs	369	9,339	9,708	13,169
Volunteer expenses	-	14,125	14,125	19,184
Childcare	5,319	12,320	17,639	14,808
Consultants	3,926	25,473	29,398	37,087
Accounting and legal	1,853	-	1,853	1,853
Interpreting and translations	-	243	243	512
IT Class	-	3,888	3,888	3,435
Management fees	-	33,094	33,094	47,310
Maths tutor	-	558	558	765
Motor expenses	697	2,140	2,837	8,351
Wages	15,113	290,643	305,756	293,598
Room hire	-	10,863	10,863	6,301
Sponsorship	-	-	-	800
Depreciation	948	-	948	947
	<u>41,914</u>	<u>484,625</u>	<u>526,540</u>	<u>571,279</u>

Women Connect First
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2022

9 Net incoming resources for the year

Net incoming resources are stated after charging:

	2022	2021
	Total	Total
	£	£
Depreciation	<u>948</u>	<u>947</u>

10 Staff Costs

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

	2022	2021
	£	£
Wages and Salaries	280,554	265,427
Social Security costs	15,195	15,065
Employer contributions to pension plans	12,971	10,139
	<u>308,721</u>	<u>290,631</u>

The average head count of employees during the year was 18 (2021: 15). The average number of full time equivalent employees during the year is analysed as follows:

	2022	2021
Number of staff	<u>17</u>	<u>19</u>
Full time equivalent	<u>11</u>	<u>13</u>

11 Key Management Personnel

The total compensation paid to key management personnel for services provided to the charity amounted to £143,905.87 (£2021: £44,312)

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The amount shown for the previous year relates only to the chief head of the department, but in the light of the continuing development of the management team and the sharing of management responsibilities the trustees have concluded that the statement of compensation paid to key management personnel should now include the whole senior management team.

12 Trustee remuneration and expenses

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

Women Connect First
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2022

13	Tangible Fixed Assets	Land & Buildings	Fixtures & Fittings	TOTAL
	Cost	£	£	£
	At 1 April 2021	295,415	17,346	312,761
	Additions	-	-	-
	At 31 March 2022	<u>295,415</u>	<u>17,346</u>	<u>312,761</u>
	Depreciation			
	At 1 April 2021	-	14,503	14,503
	Charge for the year	-	948	948
	At 31 March 2022	<u>-</u>	<u>15,451</u>	<u>15,451</u>
	Net Book Value			
	At 31 March 2022	<u>295,415</u>	<u>1,895</u>	<u>297,310</u>
	At 31 March 2021	<u>295,415</u>	<u>2,843</u>	<u>298,258</u>

14	Debtors	2022	2021
		£	£
	Trade debtors	1,170	1,610
	Prepayments and accrued income	37,131	33,615
		<u>38,300</u>	<u>35,225</u>

15	Creditors: amounts falling due within one year	2022	2021
		£	£
	Trade creditors	9,623	19,416
	Accruals and deferred income	18,726	13,862
	Social security and other taxes	5,418	11,879
		<u>33,767</u>	<u>45,157</u>

Women Connect First

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

16	Analysis of charitable funds	At 1 April 2021	Income £	Expenditure £	At 31 March 2022
	Unrestricted funds				
	General funds	229,513	71,283	41,914	258,882
	Restricted funds				
	BAWSO COVID-19 BAME Support	8,380	0	8,380	0
	Children in Need	3,789	9,013	3,789	9,013
	CAF Resilience Fund Phase 2	0	93,761	18,528	75,232
	Cardiff Council - Period Poverty	0	1,800	1,800	0
	Cardiff Council - Summer of Smiles	0	7,000	7,000	0
	Cardiff Council - Winter of Well-being	0	12,500	12,500	0
	Cardiff Third Sector Council (C3SC)	0	5,000	5,000	0
	Lloyds Bank Foundation for England & Wales	13,395	24,746	27,830	10,310
	Mind Coronavirus Mental Health Response Fund	0	0	0	0
	Paul Hamlyn Foundation	16,508	46,000	51,008	11,500
	Smallwood Trust and the Women Thrive Fund	0	48,052	18,398	29,654
	The Co-operative Store	260	2,742	3,002	0
	The Diversity Project Charity	2,700	0	2,700	0
	The National Lottery Community Fund - Awards for All	0	8,499	8,499	0
	Techniquist	1,500	0	0	1,500
	The National Heritage Memorial Fund	0	30,000	9,451	20,549
	Third Sector ICF Capital Investment Fund 2021	0	9,151	9,151	0
	Tudor Trust	16,895	40,000	26,930	29,965
	Virgin Money Foundation - Heart of the Community Fund	0	0	0	0
	WCVA Voluntary Services Recovery Fund	8,676	62,883	71,558	0
	Welsh Government - Healthy & Active Fund	0	75,000	75,000	0
	Welsh Government - Period Dignity Strategic Action Plan	0	10,000	10,000	0
	Welsh Government - Race Equality Action Plan	0	14,997	14,997	0
	Welsh Government - Sustainable Social Services Third Sector	0	82,719	82,719	0
	South Riverside Community Development Centre	1,114	16,957	16,382	1,689
		73,218	600,819	484,625	189,412
		General Funds	Restricted Funds	Endowment fund	Total Funds
		£	£	£	£
	Tangible fixed assets	97,310		200,000	297,310
	Current assets	195,339	189,412		384,751
	Creditors - less than one year	(33,767)			(33,767)
		258,882	189,412	200,000	648,294
			At 1 Apr 2021	Cash flows	At 31 Mar 2022
			£	£	£
	Cash at bank		214,405	132,046	346,451