

**women@thewell**

**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

Company No. 05664659

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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## REFERENCE AND ADMINISTRATIVE DETAILS

### FOR THE YEAR ENDED 31 DECEMBER 2021

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<b>Status</b>	The organisation is a charitable company limited by guarantee, incorporated on 3 January 2006 and registered as a charity on 29 March 2009.
<b>Governing Document</b>	The company was established under Memorandum and Articles which established the objects and powers of the charitable company.
<b>Company Number</b>	05664659
<b>Charity Number</b>	1118613
<b>Registered Office</b>	54/55 Birkenhead Street, London, WC1H 8BB
<b>Operating Office</b>	4 Abbey Orchard Street, Westminster, London, SW1P 2HT
<b>Trustees</b>	Janet Morris Company Secretary and Treasurer (resigned 31 December 2021) Esther Boles (rsm) Fiona Dick Kathleen Heron Maureen Meatcher Dr. Carole Murphy Anne Hewitt (rsm) (resigned 31 December 2021) Anna Geatrell Dr Anna Frances Rowlands (appointed 08 February 2021) Hope Davis (appointed 08 February 2021) Sr Bernadette Holmes (appointed 14 February 2022)
<b>Company Secretary</b>	Janet Morris (resigned 31 December 2021), Hope Davis (appointed 08 February 2021)
<b>Key Management Personnel</b>	
CEO	Lynda Dearlove (rsm) MBE BA CQSW PGCPT
Director	Caroline Hattersley MEd MlOD (resigned 24 June 2022)
<b>Bankers</b>	The Co-operative Bank, Specialist Charity Team, 9 Prescott Street, London, E1 8BE
<b>Solicitors</b>	Bates Wells & Braithwaite, London LLP, 2-6 Cannon Street, London, EC4M 6YH
<b>Auditors</b>	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

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The Trustees present their report and the audited financial statements for the year ended 31 December 2021.

### OBJECTIVES AND ACTIVITIES

#### Purpose and Aims

The charitable company's purposes and principal activities as set out in the company's memorandum of association are:

"To promote the benefit of the women inhabitants of England and Wales and in particular vulnerable women by the relief of those who are in need, hardship or distress, the advancement of good health, the provision of a safe place, and advice, training and support services and by assisting in the provision of education, training and support in finding employment."

#### Mission Statement

In 2019 the charity undertook a strategic review. In the light of pandemic this strategy was reviewed at the end of 2021 to insure the future services respond adequately to the impact of the pandemic. The founding purposes are reflected within the aims as set out in our mission statement and strategic objectives as follows:

**women@thewell** is committed to working towards full abolition of the sex trade. Grounded in Catholic Social Teaching we seek to ensure that all women entrapped in the sex trade are given hope and are supported to see that an alternative future is possible. Through our evidence based exemplar model we provide women with comprehensive support to exit prostitution.

In order to fulfil this Mission, women@thewell aims to:

1. Provide pro-active, supportive services to women involved in, or at risk of being involved in, prostitution and other aspects of the sex trade, where they are
2. Provide a specialist, trauma responsive service in a creative and supportive environment
3. Work across all our services to enable women to develop sustainable exit strategies from involvement in prostitution, and the cycles of abuse that are associated with the sex trade
4. Support agencies to improve and develop their practice with a view to improving the services and support available to women who are seeking to exit prostitution
5. Work at a local, national and international level, to abolish the systems of prostitution and the sex trade, ending the sexual exploitation of women and actively promote the establishment of effective exiting services.

## TRUSTEES' REPORT (continued)

### FOR THE YEAR ENDED 31 DECEMBER 2021

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The Values of women@thewell are based on Catholic social thought and teaching, they include commitment to;

- Being a place where women, exploited by their involvement in prostitution can find hope
- Promoting the right of women to feel secure and safe in their lives and be protected from violence, abuse and oppression
- Acknowledging the unique worth of every woman and the promotion of her equal right to opportunity, inclusion, respect and dignity.

The Principles underlying the approach of our work at women@thewell are

- Developing evidence based, innovative, responsive, holistic services for women, ensuring we are at the forefront of practice
- Restoring/instilling/rebuilding self-esteem, resilience and self-reliance, working alongside women in the pursuit of their goals
- Non-judgemental
- Putting the needs of women central to the organisation so the response to need is personalised/tailored to each woman
- Collaborating at all levels – both directly through joint working and encouraging other organisations to co-work from our site and enabling women to effectively access other local support services when appropriate
- Challenging, engaging, advocating and influencing local, national and international debate
- Promoting effective practice, knowledge and research, disseminating this to improve services for women locally, nationally and internationally.

2021 continued to be a challenging year with various levels of lockdown and restrictions in place throughout the year. As restrictions allowed we continued to run our drop-in centre five afternoons a week, providing support in the following areas:

- Basic Needs - hot meals, showers, clothing & laundry facilities
- Support and Advocacy – one-to-one support with housing, benefits, physical & mental health, substance misuse, legal advice, prison resettlement, domestic violence, and safety planning
- Life Skills – daily group activities including sewing, gardening, cookery, arts & crafts, plus one-to-one support with literacy, numeracy, IT and employment
- Health & Wellbeing – acupuncture, reflexology, massage therapy and counselling services.

We continued to deliver the work of the Outreach Service (started in July 2016) across the London Boroughs of Camden, Islington, Hackney, Haringey, City of London and Westminster. Continuing to engage with the Metropolitan Police Kidnapping and Trafficking Unit and with the Borough Police in Hackney, Islington and Haringey. We continued to develop the work of the organisation in line with our strategy, including the continued development of our Exiting Support Service (launched in 2017) though much of this work was delivered online due to the restrictions. In addition, we continued to develop the project looking at specialist employability support for women exiting prostitution, with a particular focus on helping women to develop the necessary skills to enable them to access existing training and support programmes again using a number of online platforms to deliver this.

We continue to involve volunteers to support our work. In 2021 40 volunteers were actively engaged in delivering support at women@thewell. Throughout the year, volunteers supported the drop in service, running activities and providing services that meet basic needs. As Covid regulations allowed at different points in the year volunteers with particular skills and appropriate qualifications ran workshops and activities related to these, for example cooking, IT, gardening and specialist craft and well-being activities. We also involved volunteers in the work of the outreach team and in supporting our communications work.

## **TRUSTEES' REPORT (continued)**

### **FOR THE YEAR ENDED 31 DECEMBER 2021**

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women@thewell has continued to respond to London and Central Government consultations in the areas of VAWG, prostitution, trafficking and women in the criminal justice system, providing evidence through our work and the women's experiences to back up submissions. Internationally, we have continued to work with European Women's Lobby, SPACE International, CAP International (Coalition for the Abolition of Prostitution), European Freedom Network (EFN) and other national and international partners. We lobby, not only for a Europe Free from Prostitution, but also influencing the worlds stage through the UN towards decriminalising the victims, exploited through their involvement in the sex trade (predominantly women) and the criminalisation of those who buy access to their bodies (demand), and all aspects of organisations and individuals profiting from the sex trade. We have been involved in delivering presentations on this issue during the annual Commission the Status of Women in New York for many years. Working within the formal side events in the UN in partnership with the Holy See and through the NGO parallel events in partnership with SPACE, CAP, NBCW, Arise Foundation, and other partners, this event did not go ahead in 2020, but has taken place via a virtual platform in early 2021. In 2021 we participated in UK and international online events and seminars both with and for our partner organisations.

In 2021, as with previous years, working with partner organisations including, Clinks, Homeless Link and Caritas Social Action Network fed into consultations and campaigns on issues relating to homelessness, domestic and sexual violence and exploitation, sharing the voices of the women we support to inform these areas of policy.

## **PUBLIC BENEFIT STATEMENT**

All our charitable activities are undertaken for public benefit in that they focus mainly on:

1. Provide trauma responsive services to women involved in, or at risk of being involved in, prostitution and other aspects of the sex trade
2. Enabling women to develop sustainable exit strategies from involvement in prostitution, and the cycles of abuse that are associated with the sex trade
3. Supporting other agencies to improve and develop their practice with a view to improving the services and support available to women who are seeking exit prostitution
4. Working at a local, national and international level, to abolish the systems of prostitution and the sex trade, ending the sexual exploitation of women and actively promote the establishment of effective exiting services

The Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission.

## **ACHIEVEMENTS AND PERFORMANCE**

### **Achievements**

This year has been a challenging one but we saw our numbers going back to normal. In 2021 we engaged with 299 women, of these 31 women were supported for a period of 28 days while other services were accessed.

We met 180 women on the streets with 88 receiving ongoing support. Our centre-based team supported 176 women. Throughout the year, 40 volunteers were active in supporting our services and other work.

## TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2020

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### ACHIEVEMENTS AND PERFORMANCE (continued)

As in 2020, in 2021 we secured funding to support us to adapt our provision which enabled us to meet the additional costs of adaptations to ensure Covid safe provision.

#### Progress overview

The pattern from previous years around the complexity of women coming into contact with our services has continued. External changes have continued, both in terms of legislation and provision of services. The uncertainty of Brexit and the increasing hostility of the external environment continued to be a big issue in 2021. In addition the continued presence of Covid saw many additional challenges and further difficulties in accessing support due to further lockdowns and ever changing restrictions. A big focus of work in 2021 was ensuring women had access to Covid vaccinations as they were rolled out across the different priority groups. This work is ongoing as we seek to ensure the women we support are enabled to access boosters and other related health care.

As the impact of Covid continues, we saw other services closing and many being forced into reducing services and support, for many services access being only via virtual platforms continued, presenting yet another barrier to access for many of the women we support. We also saw further increases in mental health difficulties, isolation and substance use as a result of the impact of restrictions around Covid. Our role in advocating for our clients became more and more important, along with our ability to provide ad-hoc welfare services such as food parcels for those experiencing significant destitution was much needed, as well as our commitment to enabling face to face support for women in Covid safe ways was essential. At many points in the year we were one of very few services in North London offering any kind of face to face support.

As in the last few years, we saw more agencies working together, allowing us to strengthen our external partnerships. Initiatives like 'Everybody In' opened access to accommodation for the first time for many of our women and we worked closely with other agencies to ensure that the women were accommodated via this programme were supported effectively into move on accommodation and support. We also worked closely with LB of Camden to bid for pilot funding from the then MHCLG (now DLUHC) to provide respite housing for women experiencing any kind of violence and following securing of the funding we are the main referral partner for this pilot project.

The interest in volunteering which has allowed us to increase the numbers and range of volunteers that support our work continued. While many of our older volunteer cohort had to continue shield, new volunteers came forward to support us with our continuing adapted provision. Our work through Covid, grounded in the delivery of frontline services and support meant we were well placed to advocate on policy issues both in partnership with other agencies and by ourselves, giving a voice to those whose needs typically go unheard.

In 2018 we began to test the water around awareness raising and training and consultancy services to support the improvement of mainstream and generic services in meeting the needs of women involved in the sex trade. This work continued in 2021 despite the challenges:

- 989 individuals attended awareness raising events and sessions in 2020
- 1592 individuals attended conferences or workshops where we were presenting
- 189 individuals were present at online international events where the work of w@w was presented
- 102 individuals participated in face-to-face and virtual training sessions presented by w@w staff on issues relating to prostitution, gender specific understandings of trauma and the development of gendered trauma informed environments.
- Over 80,000 people were reached via web and print resources produced by women@thewell
- And a further 50,000 were reached via podcast

## TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

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### External environment

External changes that began in 2020 continue to be substantial in 2021. We are seeing more women beginning to engage in prostitution as a response to financial challenges presented by the pandemic. But we continue to see more women keen to exit prostitution as awareness of the support available increases and as the international context continues to evolve towards an abolitionist approach (e.g. as in France and Ireland).

We are seeing an increased interest in other charitable and statutory services to develop their systems to better meet the needs of complex women, and a growing understanding (brought about largely by the pandemic) of the risks inherent in prostitution.

### FINANCIAL REVIEW

During the year there were total income of £487,868 (2020: £776,323) and total expenditure of £657,305 (2020: £776,323). Further details of grant income can be found within note 3 to the accounts.

All expenditure supports the key objectives of the charity as described above.

As stated within the Reserves Policy below, the nature and quantity of reserves will be reviewed on a regular basis and adjusted to reflect any changes in the Charity's financial position. The trustees and senior staff consider it a priority to secure sufficient income to ensure the long-term future of the Charity.

### Reserves Policy

The Management Committee has adopted a policy whereby the unrestricted reserves held by the charity allow for three months of budgeted expenditure in the event of a funding shortfall, this being £180,590.

The total reserves of the charity at 31 December 2021 were £89,625, of which £3,383 were held in restricted funds. The unrestricted funds totalled £86,243. This leaves the charity with free reserves (being unrestricted funds less those invested in fixed assets) of £83,117.



**TRUSTEES' REPORT (continued)****FOR THE YEAR ENDED 31 DECEMBER 2021****Risk disclosure**

women@thewell has a formal risk management process through which the senior management team and management committee identifies the major risks to which the organisation may be exposed and has ranked these by likelihood and impact, culminating in a risk control document which is updated on a regular basis. All significant risks, together with current mitigation actions, are reviewed regularly throughout the year by the Trustees. The Trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level. Throughout 2021 and into 2022 risk reviews formed part of each of the Trustees meetings due to the changing requirements and understandings of the transmissibility of Covid-19. The principal risks and uncertainties identified by the charity are as follows:

<b>Risk identified</b>	<b>Action taken to mitigate the risk</b>
Loss of key personnel	Restructure of organisation was undertaken in 2019 to address succession planning opportunities
Ensuring the organisation has enough funds to operate	Regular detailed financial reporting linked to robust budget setting. Introduction of additional capacity in senior management team to engage in fundraising activities. Fundraising strategy in place to ensure diversification of funding sources. Regular review by Trustees of reserves policy
Governance risks related to gaps in Trustee skills and experience and understanding of the organisation	Ongoing recruitment strategy for Trustees in place. New Trustees receive induction and training. Trustees recruited with relevant professional skill sets and regular reviews are undertaken to identify gaps in knowledge and experience and fill these as necessary
Operational risks related to delivery of services	Health and Safety and broader operational risk assessments undertaken and mitigation procedures identified and regularly reviewed. Operational policies and procedures are regularly reviewed and updated
Environmental risks resulting in loss of access to premises	Business continuity and disaster recovery plans in place. Fire safety systems and procedures in place
Risk to reputation	Trustees and Senior Management Team regularly review the external environment and evaluate the potential impact on the organisation
Law, regulation and compliance risks	Trustees and Senior Management team keep up to date on legal and regulation issues through attendance at training, conferences and through professional bodies to which they are affiliated. Action is taken as necessary, in addition a Finance and Compliance Subcommittee of the Board has been established
Risks relating to the pandemic	The organisation has developed service specific Covid risk assessment systems and processes

**Environmental impact**

women@thewell is committed to minimising our environmental impact recognising particularly the disproportionate effect environmental and climate change has on women across the globe. Examples include use of food that would otherwise go to landfill and provision of a clothing room for women that provides second hand clothes in good condition but no longer wanted by the original owner.

**Equality and Diversity**

women@thewell works to ensure equality and diversity in all our work, recognising that 45% of the women we support are from minority ethnic communities we seek to ensure that our staff, volunteers and trustees are representative of the communities the women we support come from including ensuring a broad range of community languages.

**Safeguarding**

women@thewell are proud of our safeguarding standards, working with vulnerable women who have experienced historic and current abuse and exploitation we work to exceed the required standards in recruitment and practice and to ensure that staff and volunteers work in a way that minimises the possibility of power imbalances.

## **TRUSTEES' REPORT (continued)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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### **FUTURE PLANS**

In 2018 Trustees undertook a strategy review that was implemented in 2019, for the period 2019 – 2022. The outcomes included the revision of senior roles in the organisation, including reducing the CEO time to 3 days a week and developing a Director level role to take on additional responsibilities in relation to the running of the organisation. Some minor revisions to structure were also agreed, to provide more effective operational oversight to the services being delivered by the charity. The organisation structure of operational roles was further revised in 2020 to support the necessary changes to provision in light of the pandemic. The strategy was reviewed towards the end of 2021 with a view to instigating key change in 2022.

Plans for 2022 include working towards provision of services in response to the pandemic impact (syndemic impact) as this moves to epidemic and towards recovery in an unpredictable environment where evolving restrictions may become the norm for the foreseeable future, along with continuing the development of training and consultancy services and provision of much needed psychosocial support for women.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Status**

According to our governing documents the organisation is a charitable company limited by guarantee, incorporated on 3<sup>rd</sup> January 2006 and registered as a charity on 29<sup>th</sup> March 2007. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

#### **Recruitment and Appointment of Management Committee**

Trustees are recruited to ensure an adequate skill mix within the management committee. The directors of the company are also charity trustees for the purposes of charity law and refer to themselves as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are recruited and elected to serve for a period of up to three years with one-third or the nearest number retiring by rotation and who, being eligible, may offer themselves for re-election. Provision for this is made in the election process to the Management Committee, which states that the Institute of our Lady of Mercy (IOLM) nominate three (3) members, the National Board of Catholic Women (NBCW) nominate two (2) members with the remainder being appointed by the charity membership in accordance with Articles 27-29.

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

A trustee induction programme has been established for new members. Each Management Committee member is provided with a copy of the Charity Commission's Guide "The Essential Trustee" and provision is made within the training budget to ensure that all committee members are kept up to date with relevant changes in charity law, appropriate aspects of governance and issues relating to the client group. Two leads have been identified in the areas of Safeguarding and Data Protection. Throughout the year, training was identified and offered as appropriate to each trustee.

#### **Pay policy for senior staff**

The Trustees consider that the Board of Trustees and the Senior Management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 17 to the accounts.

## TRUSTEES' REPORT (continued)

### FOR THE YEAR ENDED 31 DECEMBER 2021

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#### Pay policy for senior staff (continued)

The pay of the Senior Managers and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment, however due to the uncertainty surrounding Covid-19 no increase was considered in 2021. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration bench-mark is the mid-point of the range paid for similar roles in similar charities and sizes. One employee received remuneration above £60,000 in the amount of £62,150.

#### Organisational Structure

women@thewell currently has nine members on the Management Committee (ten within the year ended 31 December 2021). The Chief Executive Officer and Director attend its meetings, but have no voting rights.

The committee is responsible for the strategic development of the charity and financial oversight, and ensuring staff have the adequate resources to carry out the day to day running of the charity, the responsibility for which is delegated to the CEO and Director, although individual committee members are in regular communication.

Dame Helen Mirren and Baroness (Lady) Helena Kennedy have continued to be Patrons of the charity. Rachel Moran joined in 2017 as an Ambassador for women@thewell.

The day to day running of the charity is delegated to the Director.

The charity is influenced by international, national and local policies on vulnerable women insofar as they are compatible with the charity's objectives. The charity also actively seeks the experiences of other organisations in the field, be this through direct partnership working, action research or other shared communication. Management Committee members and staff are involved with a number of other organisations either through paid or voluntary work which serves to inform the work of the charity, some of which are outlined below.

**Sister Esther Boles** has been a sister of mercy over 30 years. She has worked in primary and secondary education for more than 20 years. She was involved in the initial setup of women@thewell and the refurbishment of the building and then worked in the centre as volunteer for a number of years. She has an interest in working as a team with staff and service users.

**Janet Morris (Treasurer and Company Secretary)** was the accountant for a number of small companies until joining the JTS Partnership, advisors to the Institute of Our Lady of Mercy, in 1993. Since then she has used her accounting knowledge to provide help and advice in charity finances. For a number of years she was also dealing with Human Resources issues and has a great deal of experience in this field. In 2017 she retired and now also volunteers at women@thewell, supporting women in the centre and helping with financial and HR administration.

**Anna Geatrell** Anna Geatrell is a Research Executive at Ipsos, working within the Ethnographic Centre of Excellence. She is qualified to postgraduate level in applied social scientific research methods, and has worked and volunteered in the faith-based charity sector both locally and nationally. She joined the board of women@thewell in December 2020.

**Sister Catherine (Kathleen) Heron** is a Sister of Mercy she became involved with women@thewell eleven years ago, bringing her skills as a reflexologist to the project. She has continued volunteering and supporting and befriending women throughout the pandemic and became a trustee of the organisation in 2020.

**Hope Davis (took over Treasurer and Company Secretary roles in January 2022)** has over 15 years management experience in both industry and practice. She holds an MBA from Cass Business School and is a fully qualified Chartered Accountant (FCCA UK). She has specific expertise in effective risk management, governance, business ethics and corporate social responsibility

## TRUSTEES' REPORT (continued)

### FOR THE YEAR ENDED 31 DECEMBER 2021

**Dr Anna Rowlands (Chair)** is St Hilda Associate Professor of Catholic Social Thought and Practice at Durham University. She is an academic, writer and occasional broadcaster who works on the ethics of migration, and the history of political theologies. She works with a range of community organisations. She is the chair of the Centre for Catholic Social Thought and Practice, and is, by papal appointment, a Member of the Vatican's Dicastery for Integral Human Development. Anna took up the role of Chair of Trustees for women@thewell in February 2021.

**Maureen Meatcher (Vice Chair)** is an experienced teacher who held roles including head of department, head of year and head of upper school. She later left teaching to look after her family, and during this time volunteered in local primary schools and became a trustee of Wokingham Crossroads, a charity that supports carers. She has been actively involved in The Union of Catholic Mothers, becoming their National Vice President. Maureen has gone on to hold the role of International Convenor, and now president of the National Board of Catholic Women.

**Dr. Carole Murphy** is a Senior Lecturer in the Criminology and Sociology Programs, and Research Lead for the Centre for the Study of Modern Slavery at St Mary's University, London. Research interests include human trafficking and modern slavery; social problems, inequalities and justice; addiction and recovery and social and health/mental health issues. Previous research examined European policing of human trafficking and modern slavery; exploring experiences of independent living for survivors of trafficking; identifying gaps in long term support provision for survivors in the UK and intersections between migration, smuggling and human trafficking in media representations and political discourse. Carole has many years of experience in managing qualitative research, evaluating services and designing and utilising research tools including interviews and surveys.

**Fiona Dick** worked in the Civil Service as a communications specialist for nearly 25 years, in a number of different departments including 10 Downing Street, the Home Office, Cabinet Office and the Crown Prosecution Service. Since taking early retirement after cancer treatment, she has been part-time fundraising and communications consultant for a small cancer charity in Guildford, The Fountain Centre, and a trainer with a number of City firms. She was a board member at the Catholic Social Action Network for six years, where she worked alongside Sr Lynda Dearlove, and is a Trustee of two other small Catholic charities.

**Anne Hewitt (rsm)** has been a Sister of Mercy for 57 years she was educated by the Mercy sisters and by the FCJ nuns in Middlesbrough. She trained as a Primary school teacher and later did a Diploma in Special Education working with educationally disadvantaged young people. She spent a year in Rome returning to become Formation Director for the Mercy Congregation. She became Assistant Director at St Beuno's Spirituality Centre in North Wales. Being elected to the Central Leadership Team of the Institute has given her the opportunity to become involved in the work of women@thewell.

**Sister Bernadette Holmes (rsm)** joined the Institute of Our Lady of Mercy in January 1984. Born in Whalley, Lancashire, she lived in Accrington and was taught at the local Catholic Primary school of St Anne's and then by the Mercy sisters at Paddock House Grammar School, for girls in Oswaldtwistle. In 1979, she left school and went to train at Manchester Royal Infirmary as an SRN. She gained her qualification in 1982 and worked on orthopaedics, before deciding to follow the call to Religious Life. After making her First Profession in 1986, she was missioned to Bridlington. In February 1987, she started work at St Catherine's Hospice in Scarborough where she worked for three years in the ministry of Palliative Care. She then took up a new Macmillan Post in August 1989, to set up the service for Palliative Care in Bridlington and East Yorkshire, which was both a challenge and a privilege. Over the next nine years this service developed and expanded meeting the needs of many people at all stages of their illness. She was on the team that set up a Palliative Day Hospice in Driffield (East Yorkshire) along with instigating dedicated palliative care beds on the inpatient unit. In 1998, the Macmillan Unit was set up at Bridlington Hospital. This consisted of beds on the inpatient unit and day hospice, supported by staff and volunteers. It served the surrounding area of Bridlington. In 1998, she was elected on to the Institute of Our Lady of Mercy Leadership Team, where she was a Trustee for ten years, supporting the Sisters in various Convents and taking a lead in supporting and developing the various Care Homes, owned by the Institute and dealing with Trustee responsibilities. During this time, she worked part time at St Gemma's Hospice in Leeds on the inpatient unit and then around the City of Leeds in Harehills, Oakwood, Osmondthorpe and Halton as a Clinical Nurse Specialist in Palliative Care. This continued until 2018, when she was re-elected on to the Leadership Team as a Trustee and finished this ministry.

**TRUSTEES' REPORT (continued)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**Statement of the Board of Trustees' responsibilities for the financial statements**

The Trustees, who are also directors of women@thewell for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and:

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

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

Each of the Directors, who held office at the date of approval of this Trustees' Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are made aware of such information.

**Auditors**

Haysmacintyre LLP have expressed their willingness to continue in office as auditors.

In preparing this report, the directors have taken advantage of the small companies exemption provided by section 415A of the Companies Act 2006.

Approved by the Trustees on 22 September 2022 and signed on their behalf by:

*Anna Rowlands*

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**Dr Anna Rowlands (Chair)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMEBERS OF WOMEN@THEWELL**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**Opinion**

We have audited the financial statements of women@thewell for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

**INDEPENDENT AUDITORS' REPORT TO THE MEMEBERS OF WOMEN@THEWELL**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

**Responsibilities of trustees for the financial statements**

As explained more fully in the trustees' responsibilities statement set out on page 13, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Charity Commission, the Data Protection Act and safeguarding regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP (2019), the Charities Act 2011, and tax regulations.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition, and management override of controls. Audit procedures performed by the engagement team included:

**INDEPENDENT AUDITORS' REPORT TO THE MEMEBERS OF WOMEN@THEWELL  
FOR THE YEAR ENDED 31 DECEMBER 2021**

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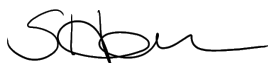
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Siobhan Holmes (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditor  
Date: 22 September 2022

10 Queen Street Place  
London  
EC4R 1AG



**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
<b>INCOME ON:</b>					
Donations and legacies	2	63,898	-	63,898	18,842
Charitable activities					
Grants	3	278,240	139,636	417,876	743,917
Fundraising activities		792	-	792	3,380
Investments		12	-	12	714
Other		5,290	-	5,290	9,470
<b>Total income</b>		<b>348,232</b>	<b>139,636</b>	<b>487,868</b>	<b>776,323</b>
<b>EXPENDITURE FROM:</b>					
Raising funds					
Fundraising and promotional costs		30,924	708	31,632	42,300
Charitable activities					
Project costs	4-6	394,079	231,594	625,673	712,669
<b>Total expenditure</b>		<b>425,003</b>	<b>232,302</b>	<b>657,305</b>	<b>754,968</b>
<b>Net movement in funds</b>	7	(76,771)	(92,666)	(169,437)	21,354
Transfer between funds		(10,396)	10,396	-	
Funds brought forward		173,409	85,656	259,065	237,711
Funds at 31 December 2021		<b>86,242</b>	<b>3,386</b>	<b>89,628</b>	<b>259,065</b>

The notes form part of these financial statements.

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

All amounts derive from continuing activities.

Full comparative figures for the year ended 31 December 2020 are shown in note 18.

**BALANCE SHEET****AT 31 DECEMBER 2021**

	Notes	£	2021	£	£	2020	£
<b>FIXED ASSETS</b>							
Tangible assets	9			3,126			8,295
<b>CURRENT ASSETS</b>							
Debtors	10	33,283			30,939		
Short term deposits and cash in hand		145,363			312,699		
		178,646			343,638		
<b>CURRENT LIABILITIES</b>							
<b>CREDITORS: amounts falling due within one year</b>	11	(92,144)			(92,868)		
<b>NET CURRENT ASSETS</b>				86,502			250,770
				89,628			259,065
<b>NET ASSETS</b>							
<b>FUNDS</b>							
<b>Unrestricted funds</b>							
General funds	14			86,242			173,409
<b>Restricted funds</b>	14			3,386			85,656
<b>TOTAL CHARITY FUNDS</b>				89,628			259,065

Approved by the Trustees and authorised for their issue on 22 September 2022 and signed on their behalf by:

*Anna Rowlands*

.....  
**Dr Anna Rowlands (Chair)**

The notes form part of these financial statements.

## STATEMENT OF CASH FLOWS

AT 31 DECEMBER 2021

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>	16	<u>(167,348)</u>	<u>21,077</u>
<b>Cash flows from investing activities</b>			
Interest income		12	714
Purchase of tangible assets		<u>-</u>	<u>(1,860)</u>
<b>Cash (used in) / provided by investing activities</b>		12	(1,146)
<b>(Decrease) / increase in cash and cash equivalents in the year</b>		(167,336)	19,931
Cash and cash equivalents at the beginning of the year		<u>312,699</u>	<u>292,768</u>
<b>TOTAL CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>		<u><u>145,363</u></u>	<u><u>312,699</u></u>
<b>Analysis of changes in net debt</b>			
	At 31 December 2020 £	Cashflows £	At 31 December 2021 £
Cash in hand	<u>312,699</u>	<u>(167,336)</u>	<u>145,363</u>
Total	<u><u>312,699</u></u>	<u><u>(167,336)</u></u>	<u><u>145,363</u></u>

## 1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### Statement of compliance

The financial statements are prepared under the historical cost convention. The format of the financial statements has been presented to comply with the Companies Act 2006, FRS102 *The Financial Reporting Standard applicable in the UK and Ireland* and the Statement of Recommended Practice *Accounting and Reporting by Charities* ("SORP 2015") (Second Edition, effective 1 January 2020). The Charity is a Public Benefit Entity as defined by FRS102.

### General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 05664659) and a charity registered in England and Wales (charity number: 1118613). The Charity's registered office address is: 54/55 Birkenhead Street, London, WC1H 8BB.

### Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The review of our financial position, reserves levels and future plans gives Trustees confidence the charity remains a going concern for the foreseeable future. The Charity has prepared a comprehensive plan for addressing funding as a result of moving out of the COVID-19 pandemic and towards the immediate threat of the cost of living crisis. At the present time the Trustees do not believe this will have a substantial impact on the Charity's ability to operate.

### Significant judgments and sources estimation uncertainty

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Charity's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectation of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management's best knowledge of the amount, events or actions, actual result ultimately differ from those estimates. The trustees do not consider that there are any significant areas of judgement or uncertainty.

### Income recognition

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

### Donations and legacies

Donations and gifts are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

### Gifts in kind

Gifts in kind represent assets donated for distribution or use by the Charity. Assets given for distribution are recognised as income only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

### Grants

Grants are recognised in full in the statement of financial activities in the year in which the Charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

### Income from charitable activities

Income from charitable activities is recognised as earned as the related services are provided. Income from other trading activities is recognised as earned as the related goods are provided.

**1. ACCOUNTING POLICIES (continued)**

**Investment income**

Investment income is recognised on a receivable basis once the amounts can be measured reliably.

**Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises of costs associated with activities for generating funds in including fundraising, social work placements and room hires.
- Expenditure on charitable activities comprises of the costs associated with the projects run by women@thewell.
- Other expenditure represents all other costs not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on staff time attributable to each activity.

**Allocation of costs**

Staff costs are allocated between direct charitable expenditure and support costs based on the time spent on these activities. Other costs are allocated directly to the relevant heading.

**Fixed assets**

Fixed assets are stated at cost or deemed cost (donated valuation at estimated fair value) less accumulated depreciation and impairment losses.

Depreciation is calculated to write off the costs of the fixed asset by equal instalments as follows, all straight line:

Office equipment	25%
Security and fire safety equipment	20%
Fixtures and fittings	20%
Kitchen fittings	10%

**Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instrument. Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are initially recognized at transaction value and subsequently measured at their settlement value. The basic financial instruments are accounted for on the following basis:

*Cash and cash equivalents*

Cash and cash equivalents includes cash in hand, deposits held at banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within current liabilities.

*Debtors*

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

*Creditors and provisions*

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

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1. ACCOUNTING POLICIES (continued)

**Funds**

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.

**Employee benefits**

*Short term benefits*

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

*Employee termination benefits*

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

*Pension scheme*

Women@thewell operate a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of women@thewell in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

2. DONATIONS AND LEGACIES

	2021 Total £	2020 Total £
General donations	63,898	18,842

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

3. INCOME FROM CHARITABLE ACTIVITIES	2021 £	2020 £
IOLM Rental income	33,240	27,843
<i>Grants</i>		
IOLM	180,000	180,000
St Andrews Holborn	-	16,500
City Bridge	9,750	38,750
Local substantially fund	-	-
Tampon tax	-	-
Big Lottery women and girls	63,857	127,714
Henry Smith	-	-
MOPAC	-	17,398
Sisters Holy Cross	-	10,000
Porticus Social teaching	-	-
Lloyds Bank Foundation	24,797	24,998
Paul Hamlyn	65,000	40,000
Charlotte Marshall	-	1,039
Reaching Communities	-	22,075
Charles Plater	3,602	14,409
Francis Crick	-	-
Tudor Trust	-	-
Ashden Trust	-	-
Kew Garden	-	-
Tampon tax Well-being	-	-
Holly Child Christ	-	25,000
Homeless Link	-	40,000
Homeless Link Cold Weather Fund	20,630	13,405
Homeless Link December Fund	-	19,370
Camden KC Large Fund	-	10,000
VSF Fund	-	4,000
Blue Tred	-	10,000
Comic Relief 1	15,000	30,000
London Community Fund	-	21,640
Comic Relief 2	-	23,462
Smallwood Trust	-	26,315
Tudor Trust	2,000	-
	<u>417,876</u>	<u>743,917</u>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

## 4. ANALYSIS OF CHARITABLE EXPENDITURE 2021

	Direct Costs - Staff £	Direct Costs - Other £	Support Costs £	2021 Total £
Project 1 – Basic Needs	19,808	11,731	-	31,539
Project 2 – Support & Advocacy	124,486	11,128	-	135,614
Project 3 – Life Skills	-	1020	-	1019
Project 4 – Health & Wellbeing	-	-	-	-
Project 8 – Outreach support	111,466	20,771	-	132,236
Project 9 – Exiting & ISAV	71,417	3,535	-	74,951
Project 10 -	13,974	-	-	13,974
Core costs	134,703	5,914	94,866	235,483
	<u>475,854</u>	<u>54,098</u>	<u>94,866</u>	<u>624,819</u>

## ANALYSIS OF CHARITABLE EXPENDITURE 2020

	Direct Costs - Staff £	Direct Costs - Other £	Support Costs £	2020 Total £
Project 1 – Basic Needs	94,860	23,402	-	118,262
Project 2 – Support & Advocacy	166,355	11,617	-	177,972
Project 3 – Life Skills	-	3,017	-	3,017
Project 4 – Health & Wellbeing	-	2,195	-	2,195
Project 8 – Outreach support	71,091	46,084	-	117,175
Project 9 – Exiting & ISAV	60,985	10,125	-	71,110
Core costs	55,896	1,306	-	57,202
	<u>76,987</u>	<u>5,543</u>	<u>83,205</u>	<u>165,735</u>
	526,175	103,288	83,205	712,669

## 5. ANALYSIS OF SUPPORT COSTS 2021

	General Support	Governance £	2021 Total £
Volunteer costs	-	-	-
General office	75,862	-	75,862
Legal and professional fees	6,612	-	6,612
Governance costs	-	12,392	12,392
	<u>82,474</u>	<u>12,392</u>	<u>94,866</u>



## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

## ANALYSIS OF SUPPORT COSTS 2020

	General Support	Governance £	2020 Total £
Volunteer costs	873	-	873
General office	70,035	-	70,035
Legal and professional fees	1,522	-	1,522
Governance costs	-	10,775	10,775
	<u>72,430</u>	<u>10,755</u>	<u>83,205</u>

## 6. GOVERNANCE COSTS INCLUDE:

	2021 £	2020 £
Trustee membership and subscriptions	2,672	2,855
Trustee expenses	-	-
Auditor's remuneration:		
Audit work – fee for year	9,720	7,920
Under provision from prior year	-	-
	<u>12,392</u>	<u>10,775</u>

## 7. NET INCOME FOR THE YEAR

	2021 £	2020 £
This is stated after charging		
Auditors remuneration (including VAT):		
Audit	9,720	7,920
Depreciation	5,169	7,071
	<u></u>	<u></u>

Expenses were reimbursed to no trustees in the current year in relation to travel totalling £nil (2020: £nil).

## 8. STAFF COSTS AND NUMBERS

	2021 £	2020 £
<b>Staff costs were as follows:</b>		
Salaries and wages	417,027	461,514
Social security costs	37,579	44,381
Pension contributions	21,249	20,280
	<u>475,855</u>	<u>526,175</u>

1 employee earned between £60,000 - £70,000 (2020:1).

The total employee benefits of the key management personnel of the Charity were £128,400 (2020: £128,891).

The key management personnel of the charity are considered to be the Chief Executive Office and Head of Services.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

				2021 Number	2020 Number
The average number of employees during the year was as follows:					
Charitable activities				14	15
Support				-	-
				<u>14</u>	<u>15</u>
				<u><u>14</u></u>	<u><u>15</u></u>
<b>9. FIXED ASSETS</b>					
	<b>Security &amp; fire safety equipment £</b>	<b>Office equipment £</b>	<b>Furniture, fittings &amp; equipment £</b>	<b>Kitchen fittings £</b>	<b>Total £</b>
<b>Cost</b>					
At 1 January 2021	14,960	41,407	29,167	29,532	115,066
Additions	-	-	-	-	-
	<u>14,960</u>	<u>41,407</u>	<u>29,167</u>	<u>29,532</u>	<u>115,066</u>
<b>Balance at 31 December 2021</b>					
	<u>14,960</u>	<u>41,407</u>	<u>29,167</u>	<u>29,532</u>	<u>115,066</u>
<b>Accumulated depreciation</b>					
At 1 January 2021	14,960	33,113	29,167	29,532	106,771
Charge for the year	-	5,169	-	-	5,169
	<u>14,960</u>	<u>38,282</u>	<u>29,167</u>	<u>29,532</u>	<u>111,940</u>
<b>Balance at 31 December 2021</b>					
	<u>14,960</u>	<u>38,282</u>	<u>29,167</u>	<u>29,532</u>	<u>111,940</u>
<b>Net Book Value</b>					
As at 31 December 2021	-	3,125	-	-	3,125
	<u>-</u>	<u>3,125</u>	<u>-</u>	<u>-</u>	<u>3,125</u>
As at 31 December 2020	-	8,295	-	-	8,295
	<u>-</u>	<u>8,295</u>	<u>-</u>	<u>-</u>	<u>8,295</u>
<b>10. DEBTORS: amounts falling due within one year</b>				<b>2021 £</b>	<b>2020 £</b>
Prepayments & accrued income				20,307	23,486
Other debtors				12,976	7,453
				<u>33,283</u>	<u>30,939</u>
				<u><u>33,283</u></u>	<u><u>30,939</u></u>
<b>11. CREDITORS: amounts falling due within one year</b>				<b>2021 £</b>	<b>2020 £</b>
Trade creditors				7,629	6,893
Other creditors				4,534	3,644
Accruals and deferred income				65,298	72,937
OTSS				14,683	9,394
				<u>92,144</u>	<u>92,868</u>
				<u><u>92,144</u></u>	<u><u>92,868</u></u>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## FOR THE YEAR ENDED 31 DECEMBER 2021

**DEFERRED INCOME**

Balance as at 1 January 2021	63,857	103,857
Amounts released to income	(63,857)	(103,857)
Amounts deferred in period	45,000	63,857
	<u>45,000</u>	<u>63,857</u>
Balance as at 31 December 2021	<u>45,000</u>	<u>63,857</u>

Deferred income relates to project income received in advance which will be released for spending on those projects in 2021.

**12. FINANCIAL INSTRUMENTS****2021****2020****£****£**

Financial assets measured at amortised cost (other debtors and cash)

158,337

320,152

Financial liabilities measured at amortised cost (trade creditors and other creditors)

12,163

10,537

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS 2021****Restricted  
Funds  
£****General  
Funds  
£****Total  
Funds  
£**

Fixed assets

-

3,126

3,126

Current assets

3,386

175,260

178,646

Current liabilities

-

(92,144)

(92,144)

Net assets at 31 December 2021

3,386

86,242

89,628

**ANALYSIS OF NET ASSETS BETWEEN FUNDS 2020****Restricted  
Funds  
£****General  
Funds  
£****Total  
Funds  
£**

Fixed assets

-

8,295

8,295

Current assets

77,762

265,876

343,638

Current liabilities

-

(92,868)

(92,868)

Net assets at 31 December 2020

77,762

163,409

259,066

## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

14. ANALYSIS OF FUNDS	Balance 1 January 2021 £	Income £	Expenditure £	Transfers £	Balance 31 December 2021 £
<b>General funds</b>	173,409	348,232	425,003	(10,396)	86,242
<b>Restricted funds</b>					
<i>Project 2 – Support &amp; Advocacy</i>					
St Andrews of Holborn	16,500	-	16,500	-	-
City Bridge Trust	-	9,750	9,750	-	-
Charles Plater	-	3,602	3,602	-	-
Society of Holy Child Jesus	18,052	-	18,052	-	-
Lloyds	-	24,797	24,797	-	-
VSF Fund	3,000	-	3,000	-	-
Comic Relief 1	-	15,000	15,000	-	-
London Community Fund	-	-	-	-	-
Comic Relief 2	-	-	-	-	-
Smallwood Trust	16,964	-	24,859	7,895	-
Homeless Link December Fund	17,896	20,630	38,526	-	-
<i>Project 3 – Transition &amp; Life Skills</i>					
Kew Garden	885	-	-	-	885
<i>Project 8 – Outreach Support</i>					
Women and Girls Big Lottery	-	63,857	66,358	2,501	-
<i>Project 9 – Exiting &amp; ISVA</i>					
Henry Smith	-	-	-	-	-
MOPAC	-	-	-	-	-
Porticus Research	9,858	-	9,858	-	-
Tudor Trust	-	2,000	2,000	-	-
Ashden Trust	-	-	-	-	-
<i>Overall Services Support Funding</i>					
Women and Girls Big Lottery	2,501	-	-	-	2,501
Donation	-	-	-	-	-
<i>Core Costs/ Project 1 – Basic needs</i>					
St. Andrews Holborn	-	-	-	-	-
Charlotte Marshall Trust	-	-	-	-	-
Reaching Communities	-	-	-	-	-
Homeless Link Cold Weather Fund	-	-	-	-	-
Camden KX Large Fund	-	-	-	-	-
<b>Charity total</b>	<b>259,065</b>	<b>487,868</b>	<b>657,305</b>	<b>-</b>	<b>89,628</b>

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**Designated fund**

There have been no designated funds during the 12 months January to December 2021.

**Restricted funds towards Projects**

***Project 2: Support & Advocacy***

**City Bridge Trust** granted women@thewell a further two years funding totalling to £77,000. The grant has been allocated towards the salary costs of an Advocacy Support Worker and the running costs of our life skills programme for women. The £9,750 received in 2021 was fully expended for that purpose.

**Society of Holy Child Jesus** gave a grant to women@thewell, towards the salary of the Advocacy and Support Services Manager. The amount was received in July 2020 and £18,052 of it is carried forward to 2021 and fully spent.

**Lloyds** has granted us a three year grant to support our Volunteer Coordinator post. The annual instalment of £24,797 was received and expended in full in 2021.

Small Wood Trust granted an amount to W@W to support women affected by the difficult conditions caused by Covid 19, the sum was spent in full in 2021.

***Project 3 – Transition & Life Skills***

**Homeless link Fund-** the charity was awarded funding to support clients affected by difficult condition caused by the pandemic. The brought forward balance from 2020 and the newly received amount of £20,630 was fully spent in 2021.

**St. Andrew Holborn Group of Charities** provided £16,456 funding in 2020 as a contribution to the cost of a support worker' salary and costs. The grant was received in 2020 and fully expended in 2021.

***Project 8: Outreach Support***

**Big Lottery - Women and Girls:** In March 2016 the charity won a five-year funding bid worth £638,570 from the Big Lottery – Women and Girls fund. The project which run until June 2021 and aimed to provide Outreach Support to women whose lives are affected by prostitution including women who have been trafficked or are otherwise at risk. This service was delivered by a Team Leader and two Support Team members. In 2021 the charity received £63,857 which was fully expended in the year.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

14. ANALYSIS OF FUNDS	Balance 1 January 2020 £	Income £	Expenditure £	Transfers £	Balance 31 December 2020 £
<b>General funds</b>	128,236	340,249	(295,076)	-	173,409
<b>Restricted funds</b>					
<i>Project 2 – Support &amp; Advocacy</i>					
St Andrews of Holborn	-	16,500	-	-	16,500
City Bridge Trust	-	38,750	(38,750)	-	-
Charles Plater	-	14,409	(14,409)	-	-
Society of Holy Child Jesus	23,665	25,000	(30,612)	-	18,052
Lloyds	-	24,998	(24,998)	-	-
VSF Fund	-	4,000	(1,000)	-	3,000
Comic Relief 1	-	30,000	(30,000)	-	-
London Community Fund	-	21,640	(21,640)	-	-
Comic Relief 2	-	23,461	(23,461)	-	-
Smallwood Trust	-	26,315	(9,351)	-	16,964
Homeless Link December Fund	-	19,370	(1,474)	-	17,896
<i>Project 3 – Transition &amp; Life Skills</i>					
Kew Garden	885	-	-	-	885
<i>Project 8 – Outreach Support</i>					
Women and Girls Big Lottery	-	127,714	(127,714)	-	-
<i>Project 9 – Exiting &amp; ISVA</i>					
Henry Smith	10,807	-	(10,807)	-	-
MOPAC	-	17,398	(17,398)	-	-
Porticus Research	16,290	-	(6,432)	-	9,858
Tudor Trust	33,357	-	(33,357)	-	-
Ashden Trust	10,512	-	(10,512)	-	-
<i>Overall Services Support Funding</i>					
Women and Girls Big Lottery Donation	3,551	-	(1,050)	-	2,501
<i>Core Costs/ Project 1 – Basic needs</i>					
St. Andrews Holborn	7,767	-	(7,767)	-	-
Charlotte Marshall Trust	-	1,039	(1,039)	-	-
Reaching Communities	2,641	22,075	(24,716)	-	-
Homeless Link Cold Weather Fund	-	13,405	(13,405)	-	-
Camden KX Large Fund	-	10,000	(10,000)	-	-
<b>Charity total</b>	<b>237,711</b>	<b>776,323</b>	<b>(754,968)</b>	<b>-</b>	<b>259,065</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

## 15. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purpose. The charity is not exempt from VAT which is included with the expenses to which it relates on the Statement of Financial Activities.

## 16. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
<b>Net income/(expenditure) for the year</b>	(169,437)	21,354
Add back depreciation charge	5,169	7,071
Deduct interest income shown in investing activities	(12)	(714)
(Increase)/decrease in debtors	(2,344)	13,046
(Decrease)/increase in creditors	(724)	(19,680)
<b>Net cash (used in)/provided by operating activities</b>	<u>(167,348)</u>	<u>21,077</u>

## 17. RELATED PARTY TRANSACTIONS

There were no other outstanding balances with related parties as at 31 December 2021 (2020: £nil). The total amount of donations received from trustees in the year was £nil (2020: £Nil).

The charity has three organisations with which it has a particular relationship; the Institute of Our Lady of Mercy IOLM), the National Board of Catholic Women (NBCW) and Anglia Ruskin University. Both IOLM and the NBCW have nomination rights to the Management Committee.

women@thewell has regularly taken students from the Masters Social Work programme from Anglia Ruskin University and have recently entered into an additional working partnership with them to carry out a monitoring and evaluation review of our Outreach Project funded by the Big Lottery. The Chair of the Trustees (Kathryn Hodges) was Head of Department, Social Care at Anglia Ruskin University Until August 2020.

During the year, women@thewell received unrestricted grants totalling £180,000 (2020: £180,000) from IOLM. Lynda Dearlove (rsm,) CEO of women@thewell is also a Member of IOLM and therefore as a member of a religious order, and in accordance with her vows, her salary was in effect repaid to IOLM. The landlord of the property from which women@thewell operates is IOLM and the leasing agreement for the property involves a ten year rent free period for both sides, with a service charging facility in place that is worked out by area and usage. During the year, women@thewell received rental income amounting to £33,240 (2020: £27,843) from the Institute of Our Lady of Mercy.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

## 18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2020)

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £
<b>INCOME ON:</b>				
Donations and legacies	2	18,842	-	18,842
Charitable activities				
<i>Grants</i>	3	307,843	436,074	743,917
<i>Fundraising activities</i>		3,380	-	3,380
Investments		714	-	714
Other		9,470	-	9,470
<b>Total income</b>		<b>340,249</b>	<b>436,074</b>	<b>776,323</b>
<b>EXPENDITURE FROM:</b>				
Raising funds				
<i>Fundraising and promotional costs</i>		36,032	6,268	42,300
Charitable activities				
<i>Project costs</i>	4-6	259,044	453,624	712,669
<b>Total expenditure</b>		<b>295,076</b>	<b>459,893</b>	<b>754,968</b>
<b>Net movement in funds</b>	7	45,173	(28,819)	21,354
Funds brought forward		128,236	109,475	237,711
Funds at 31 December 2020		173,409	85,656	259,065