

WOMEN IN PRISON LIMITED

England & Wales · Charity number 1118727

Details

Status Registered

Legal form Charitable company

Company number [05581944](#)

Registered 2007-04-10

Register [View on the Charity Commission register](#)

Contact

Address Clean Break
2 Patshull Road
London
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Activities

Objects: (I) TO PROMOTE THE RESETTLEMENT, PERSONAL DEVELOPMENT, EDUCATION AND TRAINING OF WOMEN IN, OR WHO HAVE BEEN RELEASED FROM, PRISON OR YOUTH CUSTODY.(II) TO RELIEVE POVERTY AND SICKNESS AND TO PROMOTE THE PHYSICAL AND MENTAL WELL-BEING OF SUCH WOMEN AND THEIR DEPENDENT CHILDREN.(III) TO PROMOTE RESEARCH INTO THE BROADER ISSUES OF PREVENTION, OFFENDING, IMPRISONMENT, RESETTLEMENT AND RECIDIVISM.(IV) TO EDUCATE THE PUBLIC AND POLICY MAKERS ABOUT THE REALITY OF WOMEN'S INVOLVEMENT IN THE CRIMINAL JUSTICE SYSTEM.

Activities: Women in Prison Ltd works to reduce the number of women in prison and to lessen the damage done to women by imprisonment. We do this by providing direct information, advice and support services and by campaigning to end the gender inequality experienced by women in the criminal justice system.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,818,870	£3,465,379	£1,525,152	57
2024-03-31	£3,369,285	£3,045,976	£1,171,661	59
2023-03-31	£2,976,174	£3,231,101	£848,352	75
2022-03-31	£188,223	£2,821,403	£1,103,279	52
2021-03-31	£2,801,150	£2,325,823	£1,090,620	53

Trustees

Name	Role	Appointed
Alissa Sadler		2025-11-10
Anne Juli Browne		2021-07-14
Deborah Anne Gold		2025-11-10
Eleanor Bampfylde		2025-11-10
Fiona Mactaggart		2025-11-10
Hazel Renouf-Harris		2022-05-11
Herminda Susana Burgos Lukes		2020-01-15
Jessica Donnellan		2021-09-10
Sonya Burke		2023-11-03
Tonye Vianana		2025-05-21
Vasiliki Pryce		2020-01-15
Zilla Scott-Davis		2025-11-10

WOMEN IN PRISON LIMITED

England & Wales - Charity number 1118727

Accounts

Company Number 05581944

Charity Number 1118727

**Report of the Trustees and Financial Statements for the
year ended 31 March 2025 for Women in Prison Ltd**

(a company limited by guarantee)

Women in Prison

Annual Report, April 2024-March 2025



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Women in Prison Ltd

(a company limited by guarantee)

General Information for the year ended 31 March 2024

Registered Charity Number: 1118727

Registered Company Number: 05581944

Country of Incorporation: England and Wales

Trustees/Directors:

Juli Browne (Vice Chair from November 2021. Co-Chair February 2022)

Jessica Donnellan (Vice Chair from 15 February 2023)

Grace Stevens (Treasurer, stepping down as of May 2025)

Tonye Vianana (Treasurer from May 2025, signing of the audit)

Minda Burgos-Lukes

Vicky Pryce

Hazel Renouf

Sonya Burke

Key Management Personnel:

Sonya Ruparel, Chief Executive Officer

Nicola Drinkwater, Director of External Affairs and Campaigns

Tonye Vianana, Interim Director of Finance & Resources (October 2023–September 2024)

Tharani Yathaven, Director of Finance and Resources (Joined September 2024)

Rachel Ozanne, Director of Programmes and Partnerships

Kaye McDougall, Director of Fundraising (Joined May 2024)

Principal Office and Registered Address: The Beth Centre, 1 Stockwell Green Stockwell, London, SW9 9JF (Until April 2024)

Second Floor, 232 Shoreditch High St, London E1 6PJ (Since April 2024)

Website: womeninprison.org.uk

Bankers: Co-operative Bank Plc CAF Bank

Auditors: Kingston Burrowes Audit Ltd 308 Ewell Road Surbiton Surrey KT6 7AL

REPORT ON ACTIVITIES, APRIL 2024 – MARCH 2025

A message from our Chair – Juli Browne

This has been an important, pivotal year for Women in Prison. Amidst a turbulent external environment of political change and an ongoing, deepening crisis in the criminal justice system, the organisation has persevered and delivered high-quality support and services and campaigned for systemic change with and for women. Having invested significant time and resource into our strategic development, the organisation has emerged stronger than ever from the past 12 months with a bold new strategy that sets our direction for the next 5 years.

Governance and Board Engagement

We invested in the development of our Board with an away day to deepen engagement with the organisational strategy and to further Women in Prison as a trauma-informed organisation. Our Board committees, established in the previous year, performed well with our trustees volunteering their additional time and expertise on the Nomination, Remuneration and Culture Committee and the Finance, Audit and Risk Committees. The Board also carried out a skills audit to identify expertise that could further support Women in Prison, and to find areas for Board development.

Summit to End the Criminalisation of Women

As the Chair, I had the absolute pleasure of bringing our summit to "End the Criminalisation of Women" to a close, and what a day it was! I truly loved hearing the conversations unfold, brimming with such passion from everyone present. This was a landmark event for Women in Prison, bringing together an incredible mix of women with lived experience, dedicated partners, allies, professionals, and supporters. I am so proud we were able to create a space where such diverse perspectives could come together and dream up bold solutions to the social inequalities that push women into the justice system. The Summit wasn't just a powerful platform for Women in Prison, but for other organisations too, offering a collaboratively formed direction for the entire sector and inspiring us all to weave these solutions into our ongoing work.

Marking 40 years of Women in Prison

It's incredible to think that 40 years have passed since Chris Tchaikovsky first started Women in Prison! We commemorated this significant anniversary with a powerful heritage project, thanks to the generous support of the National Lottery Heritage Fund and players of the National Lottery. This project was a deep dive into our radical beginnings, illuminating the remarkable history that has shaped us. It allowed us to rediscover our groundbreaking work from the 1980s and, crucially, to see how those same issues unfortunately still resonate in women's justice today. Connecting with our origins and reinforcing our core values through this work has been fundamental to crafting our new strategy.

Our future: Together in Power 2025-2030

The Board is emboldened by the new strategic direction which was developed across 2024/25. Together in Power was advanced through a process of deep collaboration between the team, women with lived experience of the criminal justice system, and members of the Board. We are confident that this exciting strategic plan, with co-production and a trauma-informed approach embedded throughout, will help steer our work and enable us to achieve even greater impact with and for women.

Leadership Board

I'm incredibly grateful to our Leadership Board – an exceptional group of changemakers, advisors and experts. In June 2024, they came together committing their invaluable support to Women in Prison and our mission to drive systemic change for women impacted by the criminal justice system. Chaired by my fellow Board member Vicky Pryce, this powerhouse group includes Cherie Blair CBE, KC, Dan Corry, Fiona MacTaggart, Anne Minto OBE, Ngunan Adamu, and Bishop Rachel Treweek. On behalf of the entire Board, I extend our heartfelt thanks for their unwavering contributions and leadership.

Thank you

I want to extend my sincere thanks to our exceptional staff team and fellow Board members for their dedication to Women in Prison and its vision. Their compassion, determination, and expertise are the guiding force behind our work to end the harm of the criminal justice system on women.

I am also deeply grateful to our funders, whose continued support makes this vital work possible. Your generosity sustains our work and fuels our vision for change. We are fortunate to be backed by a wide community of supporters – from philanthropists, trusts and foundations, to those who give monthly, and those who rally behind our campaigns such as the Big Give. Each gift, no matter its size, plays a crucial role in enabling us to grow our impact and plan for the future with confidence.

We are also immensely thankful to our pro bono legal support at Sidley Austin, whose expertise has saved us significant resources. In a year marked by continued challenges, the resilience and resolve of this organisation has been clear. With our new strategy for 2025–2030 on the horizon, I am confident that Women in Prison will continue to lead with courage, purpose, and hope.

A message from the CEO, Sonya Ruparel

This year has been extraordinary in terms of the amount of political focus and media coverage relating to the prison estate and in particular, women's justice. The new government in power has prioritised managing a crisis of prison capacity. The Secretary of State for Justice announced an Independent Sentencing Review, a Women's Justice Board, an ambition to reduce the women's prison population, and an aim to close a women's prison.

This was all welcomed by Women in Prison and we have been actively engaging throughout the year to influence with our key messages and bringing women's lived realities into the debates as they happen.

However, the reality is that for women experiencing the criminal justice system, very little has changed. Increases in recall and remand have caused further harm to women, their families and communities, and self-harm rates remain disturbingly high. We have prioritised issues of criminalisation of domestic abuse survivors, mental health and the disproportionate impact of criminalisation on black and minoritised women on our external agenda. As the government brought in initiatives to try to reduce the prison population we have had to react quickly as an organisation to enable the ongoing support and safety of the women we work with every day and to ensure their voices are heard.

In this context, we have worked with more women this year, directly supporting over 1,600 women to achieve the outcomes they want to achieve, with radical acts of support and compassion. We have led local initiatives driven by women's needs through our women's centres and hubs expanding our support around housing; domestic violence and abuse support substance misuse and healthcare access.

Financially we delivered strong results this year, growing income to £3.82m, containing costs at £3.37m and ending with a healthy surplus and reserves that support our sustainability. A key constraint remains our funding mix: nearly 90% of our income is restricted and we continue to over-rely on commissioned contracts that do not fully cover core operational costs. As a response to this we are continuing to prioritise investment in our fundraising capacity to diversify our income and strengthen our long-term resilience.

We were proud to have won the **Lived Experience Charter Award at Gold level** this year, along with 6 other organisations, which demonstrates our commitment to quality standards and best practice working with women with lived experience.

Against this external backdrop, and an increase in the volume of work with women, the organisation went through an in-depth and highly collaborative process with women with lived experience, staff and trustees to develop our new strategy that was approved by the Board: **Together in Power 2025-2030: A plan for real justice for women.**

This strategy roots us in our deep history of bold and radical action and guides us for the next 5 years on a path to dramatically reduce the harm experienced by women in the criminal justice

system. We are deeply grateful for every voice that helped us to shape this journey and helped us to sharpen our focus, including everyone who attended our seminal **Summit on Ending the Criminalisation of Women**.

Our commitment in this strategy is to be bold, ambitious, and relentless in driving change. It is about women being at the centre of change, and a call to action for our partners and allies to join us in solidarity to transform systems that harm women. We also know that we need our foundations to be strong to be able to deliver this strategy. Through the year we updated policies to align them with our values as an organisation such as our family leave policy and our reserves policy and we invested significantly in our fundraising team to set the scene for achieving our ambitious income goals.

Looking ahead, as we start to deliver **Together in Power**, we are focusing in on developing our impact work so we can hold ourselves to account to develop deeper impact for women. We will coproduce programmes that address the gaps and barriers young women face, and that look at expanding our housing and domestic abuse support. Our campaigning will remain rooted in the lived realities of women's lives.

We know that a future is possible where a woman is not criminalised because of her circumstances or the systems of oppression that have held her back, and where she is met with respect, care, and the opportunities she deserves. This belief powers our team, our strategy and our work.

ABOUT WOMEN IN PRISON

Women in Prison is a national charity providing independent, holistic, gender-specialist support to women facing multiple disadvantages, including those in contact or at risk of contact with the criminal justice system. We work in prisons, the community, and 'through the gate', providing support through women's centres and hubs to address the root causes of offending.

Our campaigning and influencing work aim to end the harm caused to women, their families, and communities by imprisonment and criminalisation. Our strength and ability to influence lies in amplifying knowledge and experience from our frontline team and service delivery, consulting women with lived experience, and in facilitating opportunities for women to 'speak truth to power'.

Founded in 1983 by Chris Tchaikovsky alongside criminologist Dr Pat Carlen, the organisation is grounded in radical roots. Chris was in HMP Holloway in the 1970s – an experience that meant she saw the harms of prison and criminalisation, which led her to establish the organisation and maintain the lived experiences of criminalised women at its core. This is a value that continues in our work today.

Our Vision is of a society which no longer accepts the structural inequalities that lead women and girls into contact with the criminal justice system.

Our Purpose is to work collaboratively in the community, custody and in prisons with women and girls facing structural inequalities through programmes and campaigns that challenge and change oppressive systems.

Our Values are:

Change can happen: We are resilient and driven because we know that transformational change must and can happen for women who are facing criminalisation.

We actively strive to be feminist and antiracist: We recognise, acknowledge, include, and celebrate the power, strength and diversity of women and challenge oppressive systems of privilege. We are committed to end racism in all its forms and to challenge where we see inequality and injustice.

We represent the world we want to see: We listen and learn with each other and the communities we exist for and continuously challenge ourselves so that our work, and the ways that we work, represent a world where all women are met with care, dignity and compassion.

We build women's collective power: We work courageously and collaboratively to share power and voice in our programmes and influencing work and build the power as women together, to challenge structural injustice.

CRIMINALISED WOMEN TODAY

Women in Prison supports women who are drawn into contact with the justice system, both in custody and the community, supporting them to address the root causes of offending. Our campaigns and influencing work amplifies our expertise from frontline work alongside women's voices to call for ending the harms women face when they encounter the system.

In the year 2024/25, criminalised women continued to face significant challenges.

Population of criminalised women

- At the end of March 2025, there were 3,568 women in prison in England and Wales, making up 4% of the total prison population.¹
- At the end of December 2024, there were 22,121 women being supervised by the Probation Service.²

Ongoing mental health crisis among women in the criminal justice system

- Four women took their own lives in prison in 2024.³
- One in three women in prison were self-harming in 2024.⁴
- Women are more likely to report mental health issues on entry into prison than men, 53% to 31%.⁵

¹ Prison Population Data, Ministry of Justice

² Probation Data, Ministry of Justice

³ Safety in Custody Quarterly Statistics, Ministry of Justice

⁴ Safety in Custody Quarterly Statistics, Ministry of Justice

⁵ Corporate report, A review of health and social care in women's prisons, NHS, Nov 2023

Survivors of domestic abuse are being criminalised

- Nearly 60% of women in prison report experiencing domestic abuse.⁶
- Nearly two thirds of women in prison have a history that suggests brain injury, often the result of domestic abuse.⁷

Prison presents high risks for pregnant women, mothers, and children

- Pregnant women in prison are seven times more likely to suffer stillbirth.⁸
- 51% of women in prison are separated from children.⁹
- 95% of children with mothers in prison leave the family home.¹⁰

Outcomes for women leaving custody

- 44% of women leaving prison are reconvicted within one year.¹¹
- 13% of women were homeless or rough sleeping on release from prison in the year to March 2024.¹²
- Only 10% of women were in employment six weeks after release from prison.¹³

SNAPSHOT OF OUR PROGRAMMATIC IMPACT

In 2024/25, we're proud of the impact we had through our frontline programmes. We've reached increasing numbers of women who've accessed the support they need to move forward in their lives after contact with the justice system.

Across 12 months we directly:

- Supported **1,638 women** in prisons and the community – a year-on-year increase of 11%
- Had **1,781 new referrals** across all projects (with some women referred into more than one project) – a 35% increase year-on-year
- In Manchester, we ran **219 probation hubs, drop-ins and workshops** providing advice, guidance, and support
- In South London, we ran **86 housing advice drop-ins and workshops** offering specialist advice, support, and guidance
- We ran **142 workshops** across South London services on topics including finances, employment, training and education, healthy relationships, substance misuse, lived experience, social skills, and arts and crafts

⁶ Ministry of Justice. (2018). Female Offender Strategy

⁷ Corporate report, A review of health and social care in women's prisons, NHS, Nov 2023

⁸ Summers, H. & Murray, N. (2023). Pregnant women in English jails are seven times more likely to suffer stillbirth. The Observer

⁹ Corporate report, A review of health and social care in women's prisons, NHS, Nov 2023

¹⁰ Corporate report, A review of health and social care in women's prisons, NHS, Nov 2023

¹¹ House of Lords written question HL1566, 30 January 2024.

¹² Offender Accommodation Outcomes, Ministry of Justice

¹³ Offender Accommodation Outcomes, Ministry of Justice

- We ran **4,113 support and advice sessions** for **788 women** on topics such as domestic abuse, mental health and wellbeing, accommodation, and finance, benefits and debt.
- We referred or signposted **537 women to specialist services** on **1,346 occasions**

Outcomes for women we worked with

Women in the criminal justice system continue to face disproportionately high levels of need. In 2024–25, our data shows that 74% of women referred to our services reported current or past mental health concerns, and 37% had experienced domestic abuse. Only 4% and 9%, respectively, said they had no experience with these issues. Housing remains a critical issue: 46% of women were in temporary or insecure accommodation at referral, with nearly half of those (21% of all women) reporting No Fixed Abode.

Where women had specific support needs, we tracked progress by assessing their needs when they exited our services. Encouragingly, 84% of women showed progress in reducing offending, 81% made gains around stable accommodation, and 76% improved their mental health and wellbeing. Other areas where women saw progress in meeting objectives around specific needs included immigration (82%), physical health (77%), and finance, benefits and debt (79%).

"You helped me a lot and my mental health is better as I feel safe now. You helped me to get off drink by showing me where to go."

"I am so glad I have Women in Prison at the moment. My heart is beating a bit slower now that I am getting help. They are so, so helpful. I'd tell anyone about this service and how it's helped."

In practical terms, we supported 71 women into safe housing. Employment outcomes included 21 women securing work, four maintaining existing roles, and another four beginning education or training. Family connections were strengthened too: 12 women reunited with their children, while eight maintained contact with children during their time working with us.

"The fact I can chat with someone who understands me. I can get advice and referrals in a country that I don't know. That I can cry and not feel judged."

We use the Justice Star to track "distance travelled" in women's journeys, which is a tool measuring outcomes across ten life areas. This year, women reported either stability or improvement in all ten domains, including accommodation, substance use, and living a crime-free life.

These outcomes reflect not just individual progress, but the power of consistent, trauma-informed, community-based support. Behind each number is a woman who was listened to and supported to move forward on her own terms.

OUR DIRECTION

This was a pivotal strategic year for Women in Prison, as we worked collaboratively and inclusively to create *Together in Power: A Plan for Real Justice for Women 2025-2030*.

The strategy is rooted in our radical history and was built through deep collaboration. Over six months, our Strategy Development Working Group – made up of women with lived experience, staff, and trustees – worked side-by-side to create a shared vision for change. Their commitment, drive, expertise, and experience have made *Together in Power* a truly collective achievement.

Our September 2024 Summit on Ending the Criminalisation of Women played a powerful role in shaping the strategy. It brought together over 100 people including women with lived experience, voluntary sector experts, practitioners, organisers, academics, and allies to imagine a different future where justice is rooted in equality, care, and community. The ideas and momentum from the Summit sharpened our ambition and reaffirmed our commitment to transformative action.

We are excited about the strategy, which acts as a call to action for our partners and allies to stand with us to dismantle systems that harm women and to invest in those that uplift. As Natasha, Maria, Pavia and Kate, women with lived experience of the justice system, wrote in the strategy foreword:

"We are proud to have been part of the group that shaped this strategy and look forward to the next chapter, where our collective voices ring out louder to call for an end to the marginalisation and criminalisation of women."

The launch included a digital campaign and webinar, with support from our community:

"Great, bold ambition captured with clarity and passion!" – Liz Hogarth OBE, Independent Advisor.

PROGRAMMES

Our team delivers frontline programmes in custody and the community, with practitioners in seven prisons, three women's centres across the country, three hubs in Manchester and Trafford, and 10 hubs in South London boroughs. We provide safe, non-judgemental support for women who have encountered the criminal justice system across a wide range of needs including mental and physical health, domestic and sexual abuse, substance misuse, finance, debt and benefits, accommodation, immigration, and education, employment and training.

Bridges to Health supports women with mental and physical health needs in HMP Bronzefield, HMP Downview, and HMP Send, offering personalised, trauma-informed care before and after release.

This year, the programme successfully expanded across all three prisons, with our Advocates supporting up to 15 women each at a time through a person-centred, compassionate approach. Stronger partnerships with the Central and Northwest London NHS Foundation Trust and in-prison health teams have driven a record number of referrals and a growing number of women completing their support journeys. We also introduced new self-assessment tools to better track and understand women's progress and demonstrate the impact of our work.

Creating Community Connections: A Domestic Abuse Services Pilot is a two-year pilot project funded by HMPPS to provide specialist domestic abuse support to women in prison. The project connects women to local women's centres and domestic abuse services, ensuring they receive integrated and consistent care in custody and through the gate.

Across seven women's prisons and delivered in partnership with Anawim, The Nelson Trust and Together Women, our Domestic Abuse Link Workers build strong relationships with prison staff and external services to ensure early intervention and continued support upon release.

Across the whole partnership this year, the project exceeded its targets, providing ad-hoc advice and signposting to over 3,000 women in custody and delivering intensive one-to-one support to more than 1,700 women. 224 women were supported through-the-gate and we trained 46 Women's Champions to offer peer support.

The Diversion Project is an early intervention service supporting women in Lambeth and Southwark to avoid further involvement with the criminal justice system. Instead of progressing through court and prosecution, eligible women are offered tailored support through our women-only, community-based service to address the root causes of offending.

In 2024/25, the team raised the profile of the project through targeted community outreach and partnership working. By collaborating with local police teams, the Diversion Team joined street patrols, supported soup kitchens, and provided overnight presence in police custody suites. These activities have helped reach and support some of the most marginalised women in the boroughs, including those facing homelessness, substance misuse, mental ill-health, and sexual exploitation.

Reconnect supports women in prison with health needs to access local services and build connections with community-based support before and after release. In partnership with Together, the project is embedded within our South London Women's Hubs and our Unsented programme for women on remand, offering consistent support as women return to their communities.

Funded by NHS England and operating in HMP Bronzefield, the project helps women navigate health services and ensure continuity of care as they transition from custody back into London.

South London Women's Hubs is a network of safe, women-only spaces across South London where women in contact with the criminal justice system can access holistic, trauma-informed support. Funded by HMPPS, MOPAC, NHS England, and London Borough of Lambeth, the hubs operate across Lambeth, Wandsworth, Greenwich, Bexley, Bromley, Croydon, Sutton, Merton, Lewisham, and Southwark, through a partnership with Pecan, Hibiscus, Working Chance and Clean Break.

Services include one-to-one advice and guidance, peer mentoring, drop-in support, and group workshops. We work in close partnership with specialist organisations to meet a wide range of needs.

This year, our partnership with the Department for Work and Pensions has deepened significantly, with dedicated work coaches now embedded in our hubs. Their presence has transformed women's experiences of the welfare system—helping them to build trust, secure vital benefits, and explore employment and training opportunities in supportive, therapeutic settings.

"Since coming to Women in Prison's hubs, my house is clean and tidy. I'm debt free, I'm moving house, I made a friend, and I'm going to art therapy. I've got a really good relationship with my daughter and grandchildren. This is a huge contrast to when I first started working with Women in Prison."

The Substance Misuse Through-the-Gate programme, delivered from the Beth Centre, supports women in Lambeth and Southwark leaving prison with substance misuse needs, by providing pre-release preparation up to three months before release and three months in the community. This includes in-person support on the day of release and accompaniment to key appointments.

This year saw significant growth, exceeding our annual target by supporting 52 women in Lambeth, and successfully expanding into Southwark due to high engagement and positive outcomes. We developed strong referral pathways with HMP Bronzefield and HMP Downview leading to smoother transitions from custody to the community. We also launched the **Women's Recovery Group** at the Beth Centre to provide a safe, peer-led space for connection and continued recovery.

"My confidence has hugely improved since working with my advocate...I don't feel afraid to ask for help anymore."

"This is the first time I felt like someone actually listened and didn't judge me for my past."

The Unsentenced Project is based in HMP Bronzefield, providing short-term support to women on remand, many of whom face significant challenges without access to consistent help. We work to fill this long-standing gap, offering advocacy and practical support during one of the most uncertain and isolating stages of the justice process.

Despite systemic challenges and barriers to engagement, the team continued to innovate and advocate for women. We became fully staffed in the year and added a Senior Domestic Abuse Advocate. We strengthened partnerships with services and teams in the prison and adapted our model to better meet women's needs on remand around housing, mental health, and complex trauma.

This year, we became an OCN accredited¹⁴ centre and launched our own **Peer Mentor Programme** for women in South London with experience of the criminal justice system, and for Lambeth women who have experience of substance misuse and the justice system. Over the year, we ran three courses with over 15 women attending at different points. Five women achieved Level 2 accreditation. Although some were not able to achieve the qualification, they did gain the skills required to successfully gain employment, and to navigate challenging situations. Feedback from the peer mentors has been positive, highlighting the benefits of our gender responsive and flexible approach:

"Although I won't get to finish the course, I'm so grateful for it because it gave me more confidence in my interview, and I got the job!"

"I'm so happy that I've passed the course...I've got a situation with my daughter and her dad, and I feel like I am strong enough now to deal with it."

"I feel more confident about myself. Being pregnant gave my confidence a bit of a kick and this course helped me feel better."

WOMEN'S CENTRES

Our **Surrey Team** is based at the Women's Support Centre in Woking. The project provides holistic, trauma-informed support to women across Surrey who are working with probation.

Despite working within a tightly structured contract, the Surrey team consistently met or exceeded key performance indicators, with most reaching 100%. Notably, we achieved one of the highest conversion rates nationally on the Commissioned Rehabilitative Services (CRS) contract—turning 73% of referrals into active engagement, compared to the national average of 58%.

We also secured multiple high-value grants to provide vital financial relief to support women with everything from food to essential travel and clothing.

We work in partnership with organisations including Woking Women's Centre, SDAC, Working Chance, Choices Counselling, and The Recovery College to ensure wraparound care.

14 OCN London is a nationally-recognised body that accredits training and courses to quality assure the content and assessment of the course and award records of achievement to learners.

A standout moment this year was our **40th anniversary event** in Woking, part of Women in Prison's heritage project. A former service user gave an inspiring speech, sharing her journey from homelessness and alcohol dependence to stable housing and nearly two years of sobriety. She now speaks in prisons about her lived experience and credited Women in Prison for supporting her transformation.

In Manchester, our women's centre **WomenMATTER** provides intensive, trauma-informed support to women on probation in the community, working to prevent or reduce reoffending. The service offers holistic and tailored support across a wide range of needs, including housing, mental health, domestic and sexual abuse, education and employment, and advocacy around health, finances, and sex working.

Through close collaboration with probation services and community partners, WomenMATTER runs accessible, women-only hubs across Manchester and Trafford. These hubs operate as 'one stop shops' where women can receive multiple forms of help under one roof.

In 2024/25 our key achievements included:

- **GoalsMATTER:** A co-produced service of weekly sessions focused on wellbeing, confidence building and creativity.
- **Diversion worker role created:** Through strong relationships with policy, courts, mental health services, and liaison and diversion teams.
- **40th anniversary celebration:** Co-produced with grassroots organisation the Justice Collective, we held a joyful event that brought together a vibrant network of women's justice services and celebrated four decades of activism, care and resilience.

In South London, **The Beth Centre** is a safe and confidential space providing expert support for women living in Lambeth at risk of, or affected by, the criminal justice. We provide support for women through 1:1 support, groups, workshops and socials for a wide range of needs:

- Housing
- Education
- Employment
- Finances, benefits, and debt
- Exiting sex work/prostitution
- Harmful substance use
- Health
- Parenting Support
- Court
- Leaving Prison

Our key achievements at the Beth Centre this year included:

- Achieving OCN Endorsement for two of our bespoke Emotional Wellbeing group programmes, having adopted innovative approaches to wellbeing activities to support women.
- We delivered our first series of Empowering Voices sessions, since receiving OCN Endorsement. These structured sessions continue to receive positive feedback from participants.
- In partnership with bE Educated CiC, Street Girl CiC, and an independent consultant, Women in Prison ran a scoping project engaging 47 girls and young women (aged 8–29) across Lambeth and Southwark to explore effective support for those affected by the criminal justice system, resulting in key findings and recommendations.
- We completed our ETE project, Beth's Bakers and Baristas, in partnership with Redemption Roasters. Four women trained to be Baristas and developed baking skills, as well as gaining a Level 2 qualification in food hygiene.
- Building on our Support Circle legacy, we launched a co-production project led by women supporting family members through the criminal justice system. It focused on the emotional and financial impact, with aims to inform wellbeing support, develop practical guides, and deepen understanding of imprisonment's effects on families.

CO-PRODUCTION

Partnership with women with lived experience of the justice system is a core element of Women in Prison's work. This year we developed opportunities for women to share their experiences, contribute meaningfully to the development of Women in Prison's new strategy – Together in Power – and to provide feedback and reflections on our services and work. Co-production was integrated with programmes and projects across Women in Prison's work including recruitment interview panels, the steering group for our heritage project, and the Creating Community Connections programme in custody. Other projects included:

***Still I Rise* magazine**

Women in HMP Styal's editorial group produced two issues of our magazine which was distributed in all women's prisons, in women's centres and to our partners via direct mail and events. Our Spring/Summer issue focused on mental health, while our Winter issue examined themes of Justice and Women in Prison's heritage.



Women in Prison x HADES

Led by our Head of Practice Kate Fraser, women also took part in a workshop to design knitwear with British women-led fashion brand HADES. The women's designs became a blanket that included poetry and artwork women created at the workshops. We are grateful to HADES for their collaboration and generous donation of proceeds from the sale of the blankets.



Living Libraries

Women took part in training sessions in the community in South London and Manchester, and in prisons, to develop skills and understanding around storytelling, consent, boundaries and disclosure. The aim of these sessions were to support women to grow their knowledge and confidence to share their personal experiences with safety and agency. Some of the women who took part went on to participate in media training.

Career Matters Lived Experience Award

In March 2024 we were honoured to receive a Gold Award from Career Matters Lived Experience Charter in the Custodial Services Category, with the award accepted in person by staff members who themselves have experience of contact with the criminal justice system.

CAMPAIGNING AND INFLUENCING

With a fully embedded small team, we made great strides in campaigning to end the harms of the criminal justice system on women's lives, and the lives of their families and our communities. Our approach prioritised the voices and experiences of women with lived experience, highlighted the ongoing, deepening crises in women's justice, and offered solutions to the problems raised.

We used various channels, tools, and platforms to campaign and influence. Including:

All-Party Parliamentary Group (APPG) on Women in Contact with the Criminal Justice System



Women in Prison provide the secretariat for the APPG, a cross-party group of 29 MPs and Peers dedicated to increasing awareness and promoting policy solutions that reduce the criminalisation of women. The APPG, chaired by Kate Osamor MP, brought together members from Labour, Conservative, Liberal Democrat, Plaid Cymru and Green parties, including Bishop Rachel Treweek, Lord Blunkett, Lord Bradley, and Liz Saville-Roberts MP.

At each meeting, women with lived experience have played a central role in shaping the thematic focus and informing decision-makers directly about the impact of the justice system on their lives.

Key moments this year included three high-profile APPG sessions. The 'Stop Criminalising Survivors' meeting, co-hosted with Women's Aid, the Centre for Women's Justice and the APPG on Domestic Violence and Abuse, launched a national campaign – Stop Criminalising Survivors – with a powerful short film and in-person testimony from survivors who spoke out about how their experiences of domestic abuse led to criminalisation.

A second session focused on sentencing, examining the implications of the Independent Sentencing Review for women. It featured speakers from the Crown Prosecution Service and a member of the Review Panel. The final session of the year, 'The Silent Crisis: Self-Harm and Mental Health in Women's Prisons', brought together a panel that included HM Inspector of Prisons who highlighted this mental health crisis in women's prisons, and the urgent need for change. NHS England's Lead for Health and Justice also joined the panel, along with a woman with lived experience of prison, Katie, who shared her powerful testimony, and our Head of Policy and Public Affairs.

Women's Justice Reimagined

We continued to play a key role in the **Women's Justice Reimagined** partnership – working alongside Hibiscus Initiatives, Muslim Women in Prison, the Zahid Mubarek Trust, and the Criminal Justice Alliance to tackle racial injustice and sexism, and improve outcomes for Black, Asian, minoritised and migrant women in contact with the criminal justice system. Covering England and Wales, the partnership aims to challenge systemic discrimination and centre the experiences of the women most impacted by inequality.

Key achievements this year include responding collectively to proposed **Sentencing Council guidelines**, ensuring the potential impact on racially minoritised women was raised clearly and constructively. Women in Prison also held **internal consultations with staff** to identify tangible ways to address systemic racism within our own practice and partnerships. This consultation fed into the partnership's language use to reflect the intersections of racism and sexism with the criminal justice system.

Campaigns

We ran two flagship campaigns in 2024/25.

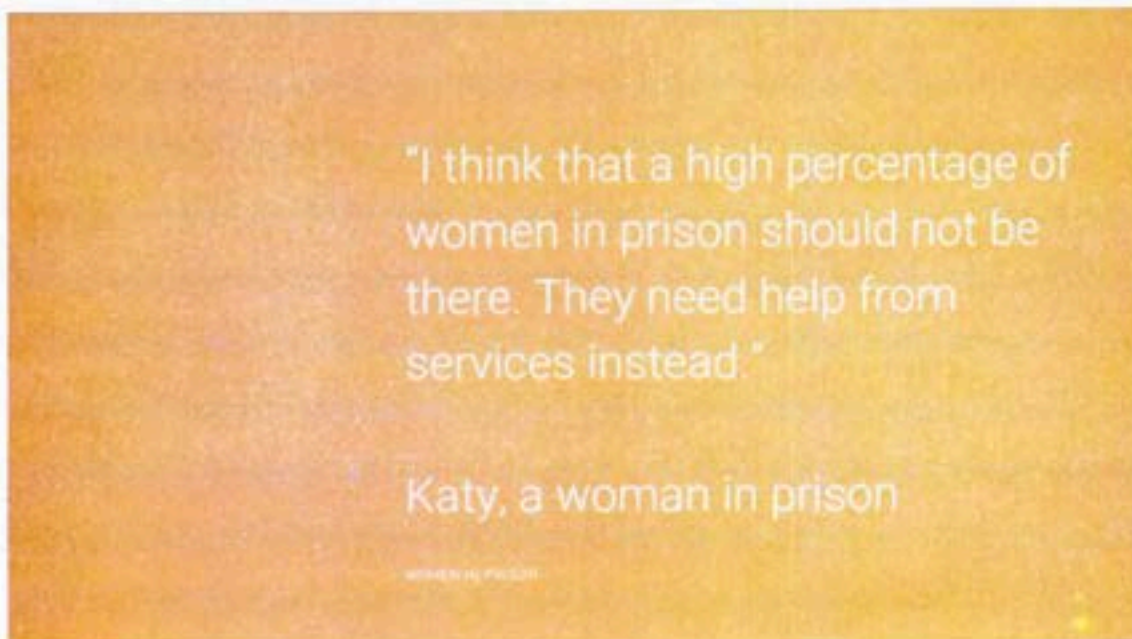
'**Stop punishing domestic abuse survivors**' aimed to raise awareness of and take steps towards ending the criminalisation of women who have experienced domestic abuse. It focussed on the government's Violence Against Women and Girls (VAWG) strategy and the Women's Justice Board strategy. The campaign called for a coordinated, cross government response to prioritise domestic abuse within the Women's Justice Board's strategy, including tying this to the government's commitment to halve VAWG within 10 years.

The campaign led with an open letter to government asking the Women's Justice Board to pay attention to the issue in partnership with Advance, Agenda Alliance, Hibiscus, Centre for Women's Justice, and Women's Aid. The open letter was co-signed by over 100 experts and organisations working in criminal justice, VAWG and domestic abuse. We secured a wide range

of good quality press coverage of the matter including BBC Radio Five Live, Big Issue, and Open Democracy.

"I'm so glad that I have been able to use such a horrible, horrible experience in a positive way."

'The Answer is Not Prison' campaign was targeted at potential parliamentary candidates during the 2024 general election. It aimed to continue our reputation as a reliable source of information on women in the criminal justice system and to show new MPs that prison was not a safe or effective response to women. This campaign reached over 1,000 candidates and sparked a wide range of interesting responses and correspondence as well as social media responses.



Speaking truth to power

Women in Prison's influencing work in 2024/25 has taken on opportunities strategically and reactively to persistently raise issues that result in harm to women in contact with the justice system. Amplifying women's lived experiences and perspectives, and consultation with our frontline colleagues is central to this work. Our key achievements this year include:

- In January 2025, Director of Campaigns and External Affairs, Nicola Drinkwater, gave evidence to the Justice Select Committee as part of their inquiry into 'Rehabilitation and resettlement: breaking the cycle of reoffending.
- In March 2025, Head of Practice Kate Fraser gave evidence to the **Justice and Home Affairs Committee** on Prison culture: governance, leadership and staffing. We raised issues of criminalised women's experiences of domestic abuse, mental ill-health, remand, short sentences, and pregnancy and motherhood.

- We responded to government consultations including the Independent Sentencing Review, and Written evidence to the Justice and Home Affairs Committee and Justice Select Committee.
- Our Director of Campaigns and External Affairs was appointed to the Partnership Delivery Group supporting the Women's Justice Board. We also convened partners to shape and influence the Board's forthcoming strategy, expected in Spring 2025.
- Following an open recruitment process, our Director of Campaigns and External Affairs was appointed as a member of Clinks' Reducing Reoffending Third (RR3) Sector Advisory group, as the 'women's specialist.' The group exists with the purpose of building a strong and effective partnership between the voluntary sector and the Ministry of Justice (MoJ).
- We built our relationships with Ministers through continued engagement opportunities. This included a voluntary sector meeting with Lord Timpson attended by our CEO, and a meeting of the Reducing Reoffending Third Sector Advisory group, which was attended by Lord Timpson and our Director of External Affairs and Campaigns.

Summit on Ending the Criminalisation of Women

In September 2024, Women in Prison co-hosted a powerful Summit with our partner Clean Break, bringing together over 100 delegates – women with lived experience, voluntary sector experts, funders, academics, and allies. Together, we imagined a future where justice is rooted in care, community, and equality.

The event focused on bold, practical solutions to prevent the unnecessary criminalisation of women, including investment in trauma-informed public services, stronger cross-sector partnerships, and sustainable funding for community-based alternatives. The Summit's energy and ideas supported our thinking going into Women in Prison's strategy development and will inform ongoing influencing work.

Amplifying women's lived experience

Women's lived experiences were central to our **digital communications**, where we amplified stories of challenge and resilience, calling for change across the justice system for women:

- Our website saw significant growth in traffic with over 41,000 people accessing our content over 121,000 times
- We published a programmatic briefing: Meeting the Mental Health Needs of Women in Contact with the Criminal Justice System, which shared the impact of our Bluebird and Healthy Foundations programmes and integrated women's experiences of mental health services and photographs inspired by their stories.

- Across our social media channels on Instagram, LinkedIn and X, we shared women's stories and views. Our audiences grew to 2,000 followers on Instagram, and 7,800 on LinkedIn. Analytics are not available on X; however, we have consistently retained approximately 23,000 followers on the platform.
- The content we share to amplify women's voices supports our campaigning and influencing work, demonstrates our programmatic impact and shares our co-produced work like *Still I Rise* magazine.
- We hosted a photoshoot with 6 women with lived experience, hiring photographer Fanny Beckman to photograph them in a series of scenes to equip Women in Prison with a bank of uplifting imagery that reflects real women affected by the criminal justice system.



"I don't ever want to see women going to prison after experiencing what I went through."



In our **media work**, we partnered with women and supported them to share their experiences that drew them into the criminal justice system, and the subsequent impacts. We held a media training with 5 women in October 2024, supporting them to grow confidence and media skills, with some going on to give interviews. Some examples include:

- Penny (not her real name) spoke about how domestic abuse led to her to a 6-year sentence, with 3 years in prison.
- Elizabeth (also a pseudonym) also shared her experiences of abuse. Her story was included in the [Lord Chancellor's announcement](#) of the Women's Justice Board first meeting.
- In August 2024, BBC London filmed with our staff team, including women with lived experience, to highlight their experiences in prison and the work of the women's centre. It was subsequently broadcast on BBC Breakfast nationally.

MARKING 40 YEARS OF WOMEN IN PRISON

To mark four decades of supporting and campaigning with and for women affected by the criminal justice system, Women in Prison launched a year-long **40th Anniversary Heritage Project**, funded by the National Lottery Heritage Fund. Running from April 2024 to July 2025, the project aims to celebrate and preserve our history while engaging new audiences through a powerful mix of community events, archival work, storytelling, and digital resources.

So far, the project has brought together women with lived experience, staff, and allies past and present through community heritage events in London, Manchester, and Surrey, as well as

through the publication of a special commemorative edition of *Still I Rise* magazine. Launching the 40th anniversary issue of the magazine, women curated two sister events in HMP Styal and in Manchester to celebrate the publication of the magazine, reach new audiences and provide a platform for women to share their experiences, express creativity, and have their viewpoints shared.

We've partnered with the Bishopsgate Institute to establish a permanent historical archive, and trained women with lived experience to record ten oral histories, which will be available both in the archive and as part of an upcoming podcast series. A new interactive digital timeline, highlighting 40 years of campaigning and support, will launch on our website in May. This work ensures that the voices and stories of the women who have shaped our movement are not only preserved but placed at the heart of our future advocacy.

THANKS TO OUR SUPPORTERS

We are deeply grateful to all our supporters for their continued generosity and belief in our mission. Your support remains essential to sustaining and growing our work with women affected by the criminal justice system.

We are incredibly grateful to everyone who supported our move to our new Shoreditch office. Thank you to the Volunteering Matters team for decorating the space free of charge, the Tudor Trust for donating IT equipment and furniture, Clinks for their help with office furnishings, and our wonderful hosts, Fat Macy's, who also donated chairs and desks. We would also like to thank Sidley Austin for their generous pro bono legal support.

This year, we strengthened our fundraising capacity by building a dedicated team and benefitted from the guidance and advocacy of our Leadership Board. The Leadership Board was announced in June 2024 and is made up of experts, advisors, and changemakers committed to driving systemic change for women affected by the criminal justice system.

We made steady progress on the plans outlined in last year's report, laying the groundwork for a more sustainable and diverse funding base. Looking ahead, we are focused on raising vital voluntary and unrestricted income to support our women's centres and to fund new, co-designed programmes that bring our ambitious new strategy, **Together in Power**, to life.

BUILDING THE FUTURE OF WOMEN IN PRISON

Going into 2025/26, we are emboldened by the strong foundations we have built through development of *Together in Power 2025-2030*, convening the sector at our September 2024 Summit, the investment we have put into growth of our fundraising team, the continued positive impact of our programmes, strong reputation within the influencing space, and building a Leadership Board committed to driving a fundraising campaign to power our strategy.

This year was marked by bringing people and organisations together from across our staff team, our Board, our supporters and partners, and women with lived experience for deep collaboration, consultation and convening to drive transformative change across the criminal justice system.

Through this, we have embedded the values and co-production principles at the heart of *Together in Power*, ensuring that women in contact with the criminal justice system are part of shaping not only the support we provide, but also our influencing work and strategic direction.

We have continued to align our influencing and programmes work more closely, amplifying the voices of women across both national campaigns and local services and support. Internally, we have focused on building the infrastructure and culture needed to deliver on our ambitious strategy. With a commitment to bold action and innovation, keeping women's strengths and voices central to our work, we are move forward ready to challenge structural inequalities, build power with women, and push for long-term systemic change.

FINANCE AND GOVERNANCE

a. Delivering Public Benefit

All of WIP's charitable activities are carried out for the public benefit, with a primary focus on:

- Providing supportive services to women affected by the criminal justice system, including those in prison, in the community, and those at risk of offending.
- Enabling women to develop appropriate and sustainable exit strategies from patterns of offending, thereby reducing the cost to the public purse of offending and criminal justice interventions.
- Contributing to local, national, and international debate, research, and policy development relating to women affected by the criminal justice system.

WIP's trustees have consistently complied with their duty to have due regard to the public benefit, in accordance with section 17 of the Charities Act guidance issued by the Commission in 2011.

b. Structure, Governance and Management

The Charity is constituted as an incorporated charitable trust and is governed by a Memorandum and Articles of Association dated 6th November 2008. The provisions of the governing document were adhered to throughout the year under review.

Overall governance of the Charity rests with the Trustees; however, responsibility for the day-to-day operations is delegated to the leadership team. Sonya Ruparel held the role of Chief Executive Officer for the full financial year. The leadership team comprises a Director of External Affairs and Campaigns, a Director of Programmes and Partnerships, a Director of Fundraising, and a Director of Finance and Resources. The Director of Fundraising was appointed in May 2024. The Director of Finance and Resources role was initially covered on an interim basis, with a permanent appointment made in September 2025.

The Board is chaired by Juli Browne. The Board's structure includes two sub-committees, each with delegated authority as agreed by the Board. These are: the Finance, Audit and Risk Committee, chaired by the Board Treasurer, and the Nominations, Remuneration and Culture Committee, chaired by Vice Chair Jessica Donnellan.

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c. Risks and mitigation

The Finance, Audit and Risk Committee conducts a quarterly review of the organisation's risk register, focusing on key risks escalated to the Board by the Leadership team. Funding remains the most significant area of concern, particularly the continued reliance on commissioned contracts that do not fully cover core operational costs. This challenge is compounded by the difficult and competitive funding environment within the women's sector.

In response, the Board invested in the fundraising team during the financial year 2024/25 and has committed to continuing this investment in the forthcoming financial year. This strategic approach is intended to diversify income streams, reduce dependency on commissioned contracts, and support the organisation's long-term financial sustainability.

Risk Identified	Mitigating Actions
<p>Long-term financial sustainability of the organisation beyond the next financial year, particularly in light of Ministry of Justice (MoJ) projects due to conclude in March 2025.</p>	<p>The fundraising team is now fully in place, and a new fundraising strategy has been launched with a focus on diversifying income streams and reducing reliance on government funding. Strategic oversight and implementation are ongoing to strengthen financial resilience.</p>
<p>High staff turnover, resulting in increased workload for remaining staff, recruitment challenges, and potential loss of institutional knowledge.</p>	<p>The HR Manager is reviewing the results of the recent staff survey to identify areas for improvement and inform the development of targeted initiatives to enhance retention, staff wellbeing, and organisational culture.</p>

Financial review

Women In Prison's income is funded with a varied range of grants and commissioned contracts with almost 90% classified as restricted income and just 10% representing unrestricted income. This funding has enabled the charity to fulfill government commissioned work and generally fund its charitable purposes.

During the reporting period, the charity was in receipt of 18 restricted grants and commissioned contracts with the focus on three main areas: In Prison, Community projects and Campaigns (including core funding). Our highest commissioned contract is with The Ministry of Justice (MOJ) for £1,198k. Our main grant funder was the National Lottery at £138k.

Total income in 2024/25 was £3.82m (2023/24: £3.37m). We therefore achieved a growth in income of £450k during the year despite the challenges of securing new funding. Total expenditure for the year was £3.47m (2022: £3.05m) an increase of £420k which reflects our investment in staff and services. We ended the year with a surplus of £353,491.

The charity's operating costs were kept to a minimum and the costs incurred during the year were in direct relation to the ongoing running of the charity.

We delivered high-quality services across our programmes and campaigns spending £3.45m (2024: £3.03m) on direct and support costs related to charitable activities. This was based on an average monthly run rate of £287k, which was slightly higher than the previous year due to the expansion of our staff and new contracts.

We still have a healthy reserve balance of £1,525k at the end of the financial period. This includes £1,115k of unrestricted reserves and £370k of restricted reserves. Our reserves are sufficient to cover our planned programme activities for the next financial period, as well as any contingencies that may arise.

We have also secured a strong funding pipeline for 2025/26, with a projected income of £3.89m and a projected cost of £3.84m. Our major commissioned contracts for 2024/25 are with the MOJ (£1.5M) and HMPPS (£463k) to deliver our services in prisons and communities.

We have also secured some long-term funding for 2024/25 and beyond, such as the John Ellerman Barrow Cadbury, Edward Holt and Charles Hayward. Secured funding for 2025/26 across both restricted and unrestricted funding is currently approximately £3.7m.

Given the current balance sheet position, (£1,525k reserves) the Leadership Team is confident that we can overcome funding challenges by developing a sustainable business model, investing in fundraising that will focus on income diversity and future growth.

d. Reserve Policy and Investment

The Trustees have established a reserves policy in line with the strategic and corporate plan of the charity, to ensure that Women in Prison holds adequate reserves to meet both its current and future needs. This policy is designed to ensure compliance with the Charities SORP and the Companies Act 2006.

The purpose of the policy is to strike a balance between operating efficiently as a not-for-profit organisation and ensuring long-term sustainability. Decisions regarding the appropriate and sustainable level of reserves are informed by a combination of factors, including short-term working capital requirements, projected levels of operating costs, estimated contract exit costs, and the availability of funds for the delivery of new programmes.

Reserves are to be held in cash or cash-equivalent securities. Women in Prison's reserves policy stipulates that the charity's cash and reserves position must be sufficient to cover a minimum of three months' normal operating expenditure and to provide capacity to develop new initiatives in support of its charitable objectives.

At the year-end, the charity held reserves in total of £1,525k (2024: £1,171k), of which £370k (2022: £261k) were restricted funds. Unrestricted reserves were £1,155k (2024: 911k).

The Board also considers that, in the event the charity is unable to continue its operations, many of its women's support services could be transferred to local authorities or other service providers as ongoing programmes, along with any restricted funding associated with those project and estimating a designated fund of £450k for wind up. The board has also designated unrestricted funds £100k for Investing in Innovations & Pilots and & £100k for Investing in Growth and Impact.

e. Trustees' Responsibilities in Relation to the Financial Statements

The charity trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP), applicable to charities preparing their accounts in accordance with FRS 102.

Company law requires the charity trustees to prepare financial statements for each financial year that give a true and fair view of the situation of the charitable company and of the incoming resources and application of resources, including the income and expenditure for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles set out in the Charities SORP
- Make judgements and estimates that are reasonable and prudent

- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that 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 for taking reasonable steps to prevent and detect fraud and other irregularities.

The trustees are also 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

f. Statement as to Disclosure to Our Auditors

As far as the trustees are aware at the time of approving this Trustees' Annual Report:

There is no relevant audit information—being information needed by the auditor in connection with the preparation of their report—of which the auditor is unaware; and


The trustees have taken all the steps that they ought to have taken as directors, in order to make themselves aware of any relevant audit information and to ensure that the auditor is aware of that information.

This includes having made appropriate enquiries of fellow trustees and the auditor.

Approval

This Report was approved by the trustees on 20th August 2025 and by order of the trustees, signed on their behalf by:


.....
Juli Browne, Chair of Trustees


.....
Jessica Donnellan, Vice Chair

Women in Prison Ltd (a company limited by guarantee)

AUDITOR'S INDEPENDENT OPINION

Opinion

We have audited the financial statements of Women in Prison Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flow 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 March 2025 and of the charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

The other information comprises the information included in the Report of the Trustees other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Report of the Trustees. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Report of the Trustees' Annual Report (incorporating 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 directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

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' Annual Report (which incorporates 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 or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 the advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28 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:

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

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

Kevin Fisher FCA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton, Surrey, KT6 7AL

Women in Prison Ltd

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
Income from:					
Donations & Legacies	2	78,398	3,246	81,644	51,413
Charitable activities	3	304,272	3,420,023	3,724,295	3,317,423
Investments	4	12,931	-	12,931	449
Total income		395,601	3,423,269	3,818,870	3,369,285
Expenditure on:					
Raising Funds	5	16,743	-	16,743	16,427
Charitable activities	6	134,691	3,313,945	3,448,636	3,029,549
Total expenditure		151,434	3,313,945	3,465,379	3,045,976
Transfer between funds		-	-	-	-
Net movement in funds		244,167	109,324	353,491	323,309
Reconciliation of funds:					
Total funds brought forward	12/13	911,109	260,552	1,171,661	848,352
Total funds carried forward	12/13	1,155,276	369,876	1,525,152	1,171,661

There were no recognised gains or losses for 2024 or 2023 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 34 to 49 form part of these financial statements.

Women in Prison Ltd

Balance sheet

Company no. 05581944

As at 31 March 2025

	Note	£	2025 £	2024 £
Current assets:				
Debtors	10	595,453		277,768
Cash at bank and in hand		1,322,899		1,363,827
		<u>1,918,352</u>		<u>1,641,595</u>
Liabilities:				
Creditors: amounts falling due within one year	11	(393,200)		(469,934)
Net current assets			<u>1,525,152</u>	<u>1,171,661</u>
Total net assets	12		<u>1,525,152</u>	<u>1,171,661</u>
The funds of the charity:				
Unrestricted Funds	13		505,276	911,109
Restricted Funds	13		369,876	260,552
Designated Funds	13		650,000	-
Total charity funds			<u>1,525,152</u>	<u>1,171,661</u>

The notes on pages 37 to 49 form part of these financial statements.

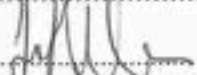
The financial statements have been prepared in accordance with the special provisions applicable for small companies regime under Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 20/08/25 and signed on its behalf by:

Approved by the trustees on 01/10/25 and signed on their behalf by:


.....

Juli Browne
Chair of Trustees


.....

Jessica Donnellan
Vice Chair of Trustee


.....

Tonye Vianana
Treasurer of Trustees

Women in Prison Ltd

Statement of cash flows

For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by / (used in) operating activities	a	(53,859)	288,591
Cash flows from investing activities:			
Interest from investments		12,931	449
Change in cash and cash equivalents in the year		(40,928)	289,040
Cash and cash equivalents at the beginning of the year		1,363,827	1,074,787
Cash and cash equivalents at the end of the year	b	1,322,899	1,363,827

a) Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	353,491	323,309
Dividends, interest and rent from investments	(12,931)	(449)
(Increase) in debtors	(317,685)	(145,777)
Increase/(decrease) in creditors	(76,734)	111,508
Net cash provided by / (used in) operating activities	(53,859)	288,591

b) Analysis of Cash and Cash equivalents

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash in hand and at bank	1,363,827	(40,928)	1,322,899
Total cash and cash equivalents	1,363,827	(40,928)	1,322,899

c) Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash in hand and at bank	469,934	(76,734)	393,200
Total cash and cash equivalents	469,934	(76,734)	393,200

1 Accounting policies

a) General Information

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 05581944) and a charity registered in England and Wales (charity number: 1118727). The charity's registered office is the 232 Shoreditch High Street, London, England, E1 6PJ.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

b) Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice. All amounts are expressed in GB sterling (£).

Women in Prison Ltd constitutes a public benefit entity as defined by FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

c) Going concern

In the opinion of the trustees, the charity remains a going concern and, accordingly, the financial statements have been prepared on a going concern basis.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants/contracts, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time provided by volunteer workers is not recognised; the Trustees' Annual Report provides information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in expenditure in the period of receipt.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity that the trustees have decided, at their discretion, to set aside to use for a specific purpose. Restricted funds are grants and donations that the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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 are an estimate of time spent, together with any direct costs incurred.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

Expenditure includes those costs of a direct nature which can be allocated to a specific activity known as direct costs. It also includes support costs.

h) Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs that support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs are allocated to grant funded projects on the basis of the agreement made with the funder.

i) Operating Leases

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight-line basis over the term of the lease.

j) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans that are subsequently measured at amortised cost using the effective interest method.

k) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and depreciated over their estimated useful economic lives on a straight line basis as follows:

Office equipment 20% straight line

l) 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

For the year ended 31 March 2025**m) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) 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.

o) Estimates and judgements

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The trustees consider that there are no material estimates or judgements within the accounts.

p) 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 in Prison Ltd operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of Women in Prison Ltd, in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £
Donations	78,398	3,246	81,644
Prior Year			2024
	Unrestricted £	Restricted £	Total £
Donations	39,175	12,238	51,413

All donations and gift aid are unrestricted in both the current and prior year.

Women in Prison Ltd

Notes to the financial statements

For the year ended 31 March 2025

3 Income from charitable activities

<i>Restricted Funds</i>	2025 Total £	2024 Total £
<i>In Women's Prisons</i>		
Aldo Trust	4,250	5,250
Central & NW London NHS Foundation Trust	300,844	300,850
<i>Community Based</i>		
National Lottery Community Fund	138,050	-
City Bridge Trust	-	111,600
NHS England	10,592	80,000
Lambeth Council	246,230	137,481
Sutton Council	12,500	-
WomenMATTAs Project Funding	343,026	245,896
Drapers	-	15,000
H Crew	750	900
Individual Grants for Clients	5,459	5,119
Sheriffs and Recorders	9,690	10,000
Ministry of Justice	2,122,797	1,913,327
Wandsworth	-	5,000
<i>Campaigns & Core Funding</i>		
Barrow Cadbury Trust	32,667	30,000
Bromley Trust	7,500	10,000
Jabbs Foundation	51,390	145,000
A B Charitable Trust	10,000	-
John Ellerman	20,834	-
London Borough of Southwark	64,209	-
The 29th May 1961 Charitable Trust	3,000	-
SmallWood	19,975	-
Edward Holt	-	-
Firebird Foundation	15,000	15,000
Other	1,260	-
	-	-
Total Restricted Income	3,420,023	3,030,423
<i>Unrestricted</i>		
Esmee Fairbairn Foundation	100,000	100,000
Goldsmiths	30,000	-
Manchester CC - Cost of Living	15,000	-
Eaves Funds - Lambeth Council	-	39,434
Oak Philanthropy (UK) Ltd	40,000	43,000
Ministry of Justice	99,994	99,994
Firebird Foundation	13,333	-
Safe Lives Circle Fund	2,503	-
Other Income	3,442	4,572
Total Unrestricted Income	304,272	287,000
Total income from charitable activities	3,724,295	3,317,423

Purpose of Funds

The Aldo Trust

Grant provides money for distribution to women in prison who do not have access to monetary support. As in previous years, each grant is limited to no more than £25 per woman and is to cover basic needs.

Central & North West London NHS Foundation Trust

Grant funds 'Through-the-Gate' services offered to HMP Bronzefield residents who experience significant and enduring mental health needs. It supports them in their preparation for release, on their day of release and then on an on-going basis back in their communities. The service is available to women returning to any location in the South East of England.

National Lottery Heritage Fund

Grant funding Women in Prison's 40th Anniversary Project, including events, archive project and oral histories.

Greater Manchester Women's Support Alliance (GMWSA)

Funded by MoJ and Greater Manchester Combined Authority. The women's centre provides one-to-one and group support, advocacy and advice to Manchester and Trafford women at point of arrest (via the Greater Manchester Police Triage Scheme); serving community orders; on release from prison; and those considered 'at risk of offending' by nature of unmet support needs. GMWSA are the contract managers for this funding and provides strategic networking and oversight of the GMIRS contract across women's services in Greater Manchester. All funding is allocated to WomenMATTA.

Lambeth Council

Grant funds the Beth Centre - women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon and Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area.

Sutton Council

Provide funding for WIP to provide additional services for women in Sutton affected by the CJS, this includes women's hub space in Sutton, and workshops and other activities. This is through the Community Safety team at Sutton Council and part of their Reducing Reoffending Board.

Manchester City Council

Grant is a contribution to WomenMATTA, which funds a specific project worker who supports women's diversion from Liaison & Diversion, Police and Court teams. Final part of this project is supported by Charles Hayward.

MoJ -Surrey

Commissions WIP to run the support services in Woking in the Women's Support Centre (Catalyst) offering support across Surrey to women whose individual circumstances or experiences have placed them at risk of exploitation, victimisation or involvement in the criminal justice system.

HMPPS

Commissioned project called Creating Community Connections to connect women in prison, link workers and the community and vital community-based support services. This project focuses on DV in partnership with 3 other agencies - Anawim, The Nelson Trust and TogetherWomen.

Charles Hayward Foundation

The grant received in 2024 is to support early intervention work within the WomenMATTA project.

Ministry of Justice (Core Costs)

New funding received toward core costs across London and Manchester MoJ contracts.

Women in Prison Ltd

Notes to the financial statements

For the year ended 31 March 2025

Barrow Cadbury Trust

Two grants were made during the year, both of which supported the campaigning activities of Women in Prison, including strengthening women's voices, in our campaigns to reduce the women's prison population and build the women's centre movement.

Bromley Trust

Grant awarded for WIP policy and campaigning work.

The Harry Smith Charity

This contributed to a project worker in Greater Manchester. This finished in June 2025.

Jabbs Foundation

Grant awarded for campaigning and influencing work.

John Ellerman

A three year grant to end the unnecessary criminalisation of women.

London Borough of Southwark

Funding for a Through The Gate (TTG) service for women leaving HMP Bronzefield and returning to the London Borough of Southwark and who have experience of substance misuse.

A B Charitable Trust

A grant towards the funding of the Summit to End the Criminalisation of Women.

29th May 1961 Charitable Trust

Funding towards the core costs of Women in Prison's Women's Support Centres for women in the CJS.

The Edward Holt Trust

Funding to support the Manchester Women's Hubs.

WEA

Funds entire programme – GoalsMATTA – which provides co-produced workshops across WomenMATTA services which targets wellbeing and developing soft skills that are supporting service users in exploring ETE opportunities. Additionally provides funding for oncosts of WomenMATTA service.

MoJ – SLWH

Funds women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon, Merton, Greenwich, Bromley, Bexley and Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area. Joint commissioned contract with MoJ, NHS, Lambeth Council.

Commonweal

Single grant payment to support Women in Prison & Housing for Women's Business Case.

Sharegift

Funds to support WIP's work, Single grant payment.

Firebird Foundation

Funding for the design of the 'Ending Remand for Women' campaign.

Esmee Fairbairn

Funding to amplify the voice, power, agency and lived experience of diverse women to influence change in the criminal justice system.

Smallwood

Provides grant funding to Women In Prison, targeting the WomenMATTA service and women in custody. Grants are to target crisis needs, in addition to supporting women to overcome large barriers in their lives.

Circle Fund

Provides smaller grants across our community and prison services to victims of domestic abuse.

Manchester Relief in Need

Funds towards service user resources and oncosts of WomenMATTA services.

Camelia Trust

Funds towards service user resources and oncosts of WomenMATTA services.

London Catalyst

Funds towards service user resources in SLWH.

Doughty Street Chambers (Donations Committee)

Funds for WiP 2024 – 2026 as part of Doughty Street's Donations Committee.

Oak Foundation

Funds for WiP project "Planning Grant: Women in the criminal justice system"

Lady Edwina Grosvenor

Unrestricted funds to support WiP's work.

The Ian Mactaggart Trust

Trustees awarded funding on three separate occasions to support WiP's on-going work (unrestricted). Grant for individual cases, as funds permit.

H Crew and Small prison grants for women

Grant for individual cases, as funds permit.

Vicky Pryce

Donation to support WiP's digital fundraising campaign, The Big Give.

Anne Minto

Donation to support WiP's digital fundraising campaign, The Big Give.

Fiona Mactaggart

Donation to support WiP's digital fundraising campaign, The Big Give.

Rt Revd Rachel Treweek

Donation to support WiP's digital fundraising campaign, The Big Give.

Women in Prison Ltd

Notes to the financial statements

For the year ended 31 March 2025

4 Investment Income

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Bank Interest	12,931	-	12,931	449
	<u>12,931</u>	<u>-</u>	<u>12,931</u>	<u>449</u>

5 Raising Funds

	2025 Total £	2024 Total £
Consultants	16,743	16,427

All of the raising funds are support costs of the charitable company and were charged to unrestricted funds

6 Analysis of Expenditure on Charitable Activities

	Direct Costs £	Support £	2025 Total £	2024 Total £
Providing Assistance and guidance for women in prison	2,553,532	895,104	3,448,636	3,029,549
	<u>2,553,532</u>	<u>895,104</u>	<u>3,448,636</u>	<u>3,029,549</u>

£3,448,636 (2024: £3,029,549) of the above costs, £134,691 (2024: £21,029) was charged to unrestricted funds and £3,313,945 (2024: £3,008,520) was charged to restricted funds.

Direct Costs included in Charitable Activities

	2025 £	2024 £
Staff Costs (Incl Training & Development)	1,790,530	1,656,072
Subcontracted Services and in-kind contributions	362,174	460,172
Programme and Direct Costs	267,938	163,097
Office Costs	25,474	119,279
Premises Costs	81,016	106,371
Professional fees and Consultants	26,400	69,989
	<u>2,553,532</u>	<u>2,574,980</u>

Women in Prison Ltd

Notes to the financial statements

For the year ended 31 March 2025

Support costs included in Charitable Activities

	2025 £	2024 £
Staff Costs (Incl Training & Development)	548,012	309,415
Programme Costs	67,299	28,407
Office Costs	115,563	53,434
Premises Costs	2,992	20,778
Professional fees and Consultants	155,265	33,122
Governance (Note 7)	5,973	9,413
	<hr/>	<hr/>
	895,104	454,569

7 Analysis of Governance Costs

	2025 Total £	2024 Total £
Audit Fee	5,405	6,500
Management Committee Expenses	320	2,913
Governance costs	248	-
	<hr/>	<hr/>
	5,973	9,413

8. Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	2,033,818	1,617,086
Social security costs	204,092	162,860
Pension Costs	92,440	81,719
Temporary Staff and Subcontractors	-	-
Other Personnel Costs	8,192	103,822
	<u>2,338,542</u>	<u>1,965,487</u>

Detail of Employees who received total employee benefits (excluding Employer Pension) in excess of £60,000 are as follows

	2025 No.	2024 No.
£60,000 - £70,000	2	1
£80,000 - £90,000	1	1
	<u>3</u>	<u>2</u>

The charity made administrative contributions of £92,440 to a stakeholder pension scheme on behalf of 72 qualifying staff members during the year (2024: £81,719 for 59 staff). Staff redundancy payments totalled £8,448 (2024: £nil).

No trustees received remuneration or other benefits from employment with the charity during the year (2024: £nil), although one trustee was reimbursed £320 for travel and other expenses (2024: £2,913 reimbursed to five trustees).

Donation from related parties during the year 24/2025: £18,760 – including a trustee donation of £1,710).

The charity's key management personnel comprised the trustees, Chief Executive, Director of External Affairs and Campaigns, Director of Programmes and Partnerships, Director of Fundraising (appointed May 2024), and Director of Finance and Resources (appointed September 2024), with total employee benefits for these individuals amounting to £201,104 (2024: £248,320).

In the financial year 2024/25, the charity made an investment into fundraising, which is not reflected in the cost of raising funds being reported as £16,743 for consultants; however, the total cost including staff time allocated to fundraising was £82,173. The average number of staff employed during the year was 61 (2024: 54), with an average full-time equivalent of 57 (2024: 49).

9 Corporation Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	2025 £	2024 £
Trade Debtors	471,605	119,833
Prepayments & Accrued Income	118,998	152,115
Other Debtors	4,850	5,820
	<u>595,453</u>	<u>277,768</u>

11. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade Creditors	187,073	184,519
Taxation & Social Security	77,537	39,024
Accruals & Deferred Income	128,590	246,391
	<u>393,200</u>	<u>469,934</u>
Deferred Income Analysis		2025 £
As at 1 April		70,000
Additions during the year		67,163
Amounts referred to income		(70,000)
As at 31. March		<u>67,163</u>

Deferred income of £33,664 (2024 : £70,000) included above relates to grant income received during the year but relating to future accounting periods

12. Analysis of Net Assets between Funds

2025	General Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Current Assets	898,476	650,000	369,876	1,918,352
Current Liabilities	(393,200)		-	(393,200)
	<u>505,276</u>	<u>650,000</u>	<u>369,876</u>	<u>1,525,152</u>

Comparative Analysis of Net Assets Between Funds

2024	General Funds £	Restricted Funds £	Total Funds £
Current Assets	1,381,043	260,552	1,641,595
Current Liabilities	(469,934)	-	(469,934)
	<u>911,109</u>	<u>260,552</u>	<u>1,171,661</u>

Women in Prison Ltd

Notes to the financial statements

For the year ended 31 March 2025

13. Movement in Funds

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers (to)/from unrestricted £	Balance 31 March 2025 £
Restricted Funds:					-
South London Women's Hubs - MOJ	-	1,114,890	(1,114,890)		-
South London Women's Hubs - MOJ/NHS	-	83,292	(16,667)		66,625
MOJ - Unsentenced	-	264,290	(187,800)		76,490
HMP Bronzefield	4,224	-	(4,224)		-
DV Project	-	379,249	(379,249)		-
Bridges to Health	51,287	300,844	(345,218)		6,913
Surrey CRS	-	199,409	(177,706)		21,703
Lambeth Wellbeing	18,887	88,802	(97,445)		10,244
Lambeth Substance Misuse	28,339	157,428	(185,767)		-
Southwark Substance Misuse	-	64,209	(64,209)		-
WIP Summit	-	20,000	(20,000)		-
Bluebird Project - Complex Needs	-	10,592	(10,592)		-
Sutton	9,985	12,500	(10,086)		12,399
Sheriffs and Recorders	4,000	9,690	(12,515)		1,175
Aldo Trust	-	4,250	(250)		4,000
Small Community Grants: Donations for SU	329	1,984	(2,313)		-
City Bridge Trust - Bluebird	42,177	-	(411)		41,766
Drapers	15,000	-	-		15,000
Wandsworth	5,000	-	(5,000)		-
Individual Grants for Clients	1,425	-	(1,425)		-
Bromley Trust	-	7,500	(2,746)		4,754
John Ellerman Foundation	-	20,834	(20,834)		-
Barrow Cadbury Trust	7,727	22,667	(30,394)		-
National Lottery	12,053	138,050	(150,103)		-
Jabbs Foundation	33,092	133,057	(166,149)		-
JABBS & Rosa - NWJC	548	-	(548)		-
Firebird Foundation	-	15,000	-		15,000
Smallwood	9,175	20,000	(19,138)		10,037
Funds for Client	229	-	(82)		147
Women MATTA	17,075	346,026	(288,184)		74,917
GMWSA, GMPS, PSR	10,077	148,102	(83,262)		74,917
WEA - GMCA Community Grants	-	130,424	(130,424)		-
Other	-	2,500	(2,500)		-
Charles Haywood	-	25,000	(25,000)		-
Harry Smith	6,998	40,000	(46,998)		-
Restricted Donations					
Anne Minto	-	3,000	-		3,000
Harry Crew	-	150	-		150
Women MATTA Cash Donation	-	96	-		96
Individual Grants					
Grants For Clients	-	5,219	-		5,219
Guildford Poyle Charities	-	241	-		241
Total Restricted Funds	260,552	3,423,269	(3,313,945)	-	369,876
Designated Funds					
Wind-Up Costs Fund	-	-	-	450,000	450,000
Investing in Innovations and Pilots	-	-	-	100,000	100,000
Investing in Growth and Impact	-	-	-	100,000	100,000
Total Designated Funds	-	-	-	650,000	650,000
Unrestricted Funds:					
General Funds	911,109	395,601	(151,434)	(650,000)	505,276
Total Funds	1,171,661	3,818,870	(3,465,379)	(650,000)	1,525,152

Movement in Funds - Previous year comparison

	Balance at £	Income £	Expenditure £	Transfers (to)/from £	Balance 31 £
Restricted Funds:					-
South London Women's Hubs	56,068	1,349,947	(1,406,015)	-	-
Bluebird Project - Complex Needs	53,936	80,000	(140,302)	6,366	-
DV Project	16,653	400,124	(416,777)	-	-
Beth Centre	33,127	31,000	(64,127)	-	-
National Lottery	12,271	-	(218)	-	12,053
HMP Bronzefield Inreach CNWL	4,340	-	(116)	-	4,224
Bridges to Health	-	300,850	(249,563)	-	51,287
Surrey CRS	470	169,255	(169,725)	-	-
City Bridge Trust - Bluebird	-	111,600	(69,423)	-	42,177
Jabbs Foundation	37,629	145,000	(149,537)	-	33,092
Lambeth Substance Misuse	-	87,594	(59,255)	-	28,339
Other Restricted Funds	20,551	352,291	(283,462)	-	89,380
Total Restricted Funds	235,045	3,027,661	(3,008,520)	6,366	260,552
Unrestricted Funds:					
General Funds	613,307	341,824	(37,456)	(6,366)	911,109
Total Funds	848,352	3,369,285	(3,045,976)	-	1,171,661

Transfers between funds

Where restricted funds provided were less than the costs of discharging the service, the deficit was met from unrestricted funds. Surpluses and grants relating to funds already expended were transferred to unrestricted funds.

Commitments

14. At 31 March 2024, the company had commitments under non-cancellable operating leases

	2025 No.	2024 No.
Operating leases that expire		-
Within one year	4,865	4,865
Within two to five years		-
	4,865	4,865

Related Party Transactions

15. **Related Party Transactions**

Unrestricted donations from related parties	2025 £
Related Party Donations	18,560
	18,560

16. **Contingent Assets**

Total grant funding awarded as at 31 March 2025 but not yet received and recognised as income due to the recognition criteria not being met amounts to £222,000.

WOMEN IN PRISON LIMITED

England & Wales - Charity number 1118727

Accounts

Company Number 05581944
Charity Number 1118727

Report of the Trustees
and
Financial Statements
for the year ended 31 March 2024
for
Women in Prison Ltd
(a company limited by guarantee)



Women in Prison Annual Report April 2023-March 24

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Women in Prison Ltd
(a company limited by guarantee)

General Information
for the year ended 31 March 2024

Registered Charity Number:	1118727
Registered Company Number:	05581944
Country of Incorporation:	England and Wales
Trustees/Directors:	Juli Browne (Vice chair from November 2021. Co-Chair February 2022) Harriet Johnson (Co-Chair from November 2021) (resigned 28 November 2023) Jessica Donnellan (Vice Chair from 15 February 2023) Grace Stevens (Treasurer) Minda Burgos-Lukes Vicky Pryce Raushia Coles (resigned 15 February 2023) Fiona Marsh (resigned 1 October 2023) Lynda Chin-Keow (resigned 17 October 2023) Nola Sterling (resigned 4 October 2023) Hazel Renouf (appointed May 2022) Sonya Burke (appointed 6 November 2023)
Key Management Personnel:	Sonya Ruparel, Chief Executive Officer Nicola Drinkwater, Director of External Affairs and Campaigns Selina Uddin, Head of Finance and Systems Rachel Ozanne, Director of Programmes Lorna Potter, Head of People
Principal Office and Registered Address:	The Beth Centre Hudson House 1 Stockwell Green Stockwell, London, SW9 9JF
Website:	womeninprison.org.uk
Bankers:	Co-operative Bank Plc CAF Bank
Auditors:	Kingston Burrowes Audit Ltd 308 Ewell Road Surbiton Surrey KT6 7AL

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

Report on Activities April 2023-March 2024

A message from our Chair – Juli Brown

Chair's Message

This year has presented significant challenges for women in contact with the criminal justice system. The deepening prison crisis, with emergency measures announced to reduce the prison population, has highlighted the urgent need for change and a longer-term view of the criminal justice system. On top of this, ongoing political instability as we anticipated a general election, and the escalating cost of living crisis, disproportionately impacting women, have created a complex and difficult environment for those we support. However, in the face of these external pressures, Women in Prison has not only endured but thrived.

Strengthening Governance

We made significant strides in strengthening our governance framework and invested heavily in the development of our Board committees. Experts have generously volunteered their time on both the Nomination, Remuneration and Culture Committee and the Finance, Audit and Risk Committee. Their expertise has been invaluable in supporting the organisation. From policy updates, to ensuring our financial stability, the committees' work has been invaluable and has significantly contributed to the effectiveness of our Board meetings.

A Renewed Vision, Purpose and strategy

We embarked on a journey to refine and refresh our vision and purpose. This renewed clarity will guide our future direction and ensure we are best placed to achieve lasting change for the women we work with. In addition to this, the development of a new strategy has started, involving a diverse working group comprising members of the leadership team, staff across different parts of the organisation, women with lived experience of the justice system, and Board members. This collaborative approach will ensure that our strategy reflects the needs and expectations of the women we support, guiding our work in the coming years through the realities of the ever-changing landscape.

Securing a Sustainable Future

Recognising the importance of diversifying our income streams, the Board made a strategic decision to invest in a dedicated fundraising team with a particular focus on building on our relationships with trusts and foundations and cultivating new relationships with potential major donors. This investment will allow us the flexibility we need to continue delivering critical services that are responsive to the women we serve, alongside our influencing and campaigning work. We hope this will put us in the best possible position to provide even more impactful support to women in contact with the criminal justice system.

Celebrating

In addition to these internal developments, I am proud to say we achieved gold level status for the Career Matters Lived Experience Charter Status and Award. This recognition reaffirmed our commitment to working alongside women who use our services and ensures they are heard clearly in all our work.

Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2024**

Furthermore, our collaboration with the Young Vic on the performance of "Tribe" offered a powerful platform to amplify the voices of women with experience of the criminal justice system.

We also were joint winners at the prestigious charity governance awards in the Category of the Board Equity, Diversity and Inclusion. This recognition reinforces our commitment to best practices and ethical governance.

A Heartfelt Thank You

I extend my heartfelt gratitude to all our dedicated staff and Board members for their unwavering commitment to Women in Prison. Their tireless efforts ensure that women have the tools and resources they need to rebuild their lives. Our ability to deliver on our mission would not be possible without the unwavering support of our funders.

Special thanks are due to Esmée Fairbairn Foundation, Jabbs Foundation, Drapers Charitable Fund, Oak Foundation, The Barrow Cadbury Trust, Henry Smith, The Goldsmiths Company, Aldo Trust, Bromley Trust, City Bridge Foundation, Lady Edwina Grosvenor, National Lottery Community Fund, Harry Crewe, Lloyds Bank Foundation and the Sheriffs' and Recorder's Fund, Third House Trust Smallwood Trust among others. I am immensely grateful for their generosity and commitment to creating a fairer system for women.

We are also extremely grateful to our wonderful lawyers, Sidley Austin, who have provided pro bono legal support to us, saving us thousands of pounds.

While the landscape continues to be challenging, the past year has demonstrated the strength and resilience of Women in Prison. We enter the coming year with a renewed vision and a robust strategy under development. I have every confidence that we will continue to be a powerful force for positive change in the lives of women affected by the criminal justice system.

Women in Prison Ltd

Report of the Trustees
for the year ended 31 March 2024

A message from our Chief Executive Officer – Sonya Ruparel

With the external environment remaining hostile towards women, funding challenges and the women we work with continuing to face a lack of empathy, safety, and dignity as they navigate the criminal justice system, Women in Prison owes an enormous amount to our resilient staff team, trustees and funders who have continued to support us.

Throughout the year we heard, and saw, how women in prison were experiencing dire prison conditions, denial of access to their rights, overcrowding, and deeply troubling amplification of mental health problems, writ large by the extraordinary rates of self-harm reported.

Against this backdrop, in 2023-2024 we set out to focus on our organisational culture through developing and embedding new values, alongside a new vision and purpose for Women in Prison - all of which will set the foundations for our future strategy. With an ever-changing and increasingly punitive external environment, we needed to ensure that our organisation had the building blocks to have the greatest impact possible for women.

We invested in bringing our staff together to build collective ownership of the organisation, and in building stability in the core of the organisation. Staff discussions on our values led to the creation of an internal Equity, Diversity and Inclusion Committee to support the organisation's anti-oppressive practices. Funding restrictions and a focus on staff meant that we had to take the decision to close our head office based in Lambeth and seek less expensive premises.

We have ended the year with a surplus, strengthening our financial reserves position. We remain aware of potential risks to our finances related to contract renewals due for our Commissioned Rehabilitative Service (CRS) contracts, and other trust and foundations funds coming to the end of their term. We have managed to reduce our reliance on restricted income in this year by 8%, and we hope to continue this trajectory moving forward. We are forecasting a deficit for the coming year with the intention of investing more deeply in diversifying our funding base. Through this we are seeking to approach fundraising more strategically and enhance our financial sustainability for the future.

In all of this, we also challenged ourselves to maintain our focus on influencing the system for women and we were pleased, as part of this, to be invited to give oral evidence to parliament. The Justice Select Committee invited us to speak as part of their inquiry into the prison population and capacity and the Welsh Affairs Committee on prisons in Wales. Alongside this we organised, as Secretariat, three meetings of the All Party Parliamentary Group (APPG) on Women in Contact with the Criminal Justice System focusing on key issues such as the disproportionate impact of remand on black, racially minoritised and migrant women and how domestic abuse can lead to women coming into contact with the criminal justice system. We are grateful to all the members of the APPG, including our Chair Kate Osamor MP, for all their ongoing interest and engagement in these issues. A special thanks to our partners Hibiscus, Agenda Alliance, Justice, Women's Aid and the Centre for Women's Justice who either presented at or jointly ran APPG meetings with us.

Maintaining a strong focus on our frontline work has been essential in demonstrating both the impact of working directly with women and the challenges and barriers they encounter within the system. This year, we worked with 1,468 women in prison and the community nationally. We are proud to support women through support groups, hubs, drop-in sessions, workshops

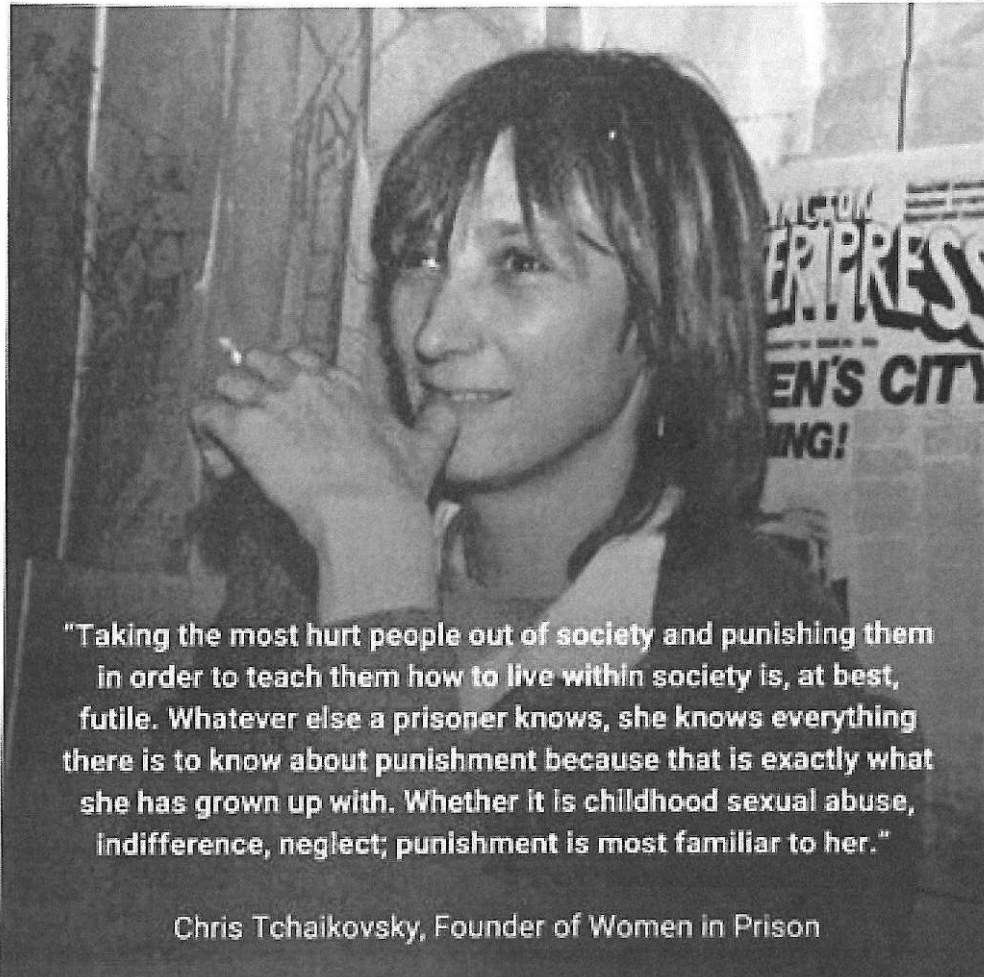
Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

and signposting/referrals to take positive steps to address multiple challenges they face, including poor mental health, domestic violence and abuse, housing insecurity and debt.

Through deep, long-term support, we worked with 49 women to secure sustainable housing, 23 women to gain employment, and 11 to reunite with their children this year. In 2023/24, 76% of women exiting our services met the key objectives they set, with improvements seen in re-offending, accommodation, mental health, and domestic abuse.

Women in Prison Ltd
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About Women in Prison



Women in Prison was founded in 1983 by Chris Tchaikovsky, alongside the international criminologist Pat Carlen. Chris' experience of being in HMP Holloway and the dire circumstances she saw there in the 1970s moved her to act. This history is the root of our purpose; we remain centred on women's experiences and ambitious for radical change.

Women in Prison is a national charity providing independent, holistic, gender-specialist support to women facing multiple disadvantages, including those in contact with or at risk of contact with the criminal justice system. In addition to offering information and guidance, we work in prisons, the community, and 'through the gate', supporting women through women's centres and hubs to address the root causes of offending.

Our campaigning and influencing work aims to end the harm caused to women, their families and communities by imprisonment. Our strength and ability to influence lies in amplifying knowledge and experience from our frontline team and service delivery, consulting women with lived experience, and in facilitating opportunities for women to speak 'truth to power'.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2024

Our Vision

Our Vision is of a society which no longer accepts the structural inequalities that lead women and girls into contact with the criminal justice system.

Our Purpose

We work collaboratively in the community, custody and in prisons with women and girls facing structural inequalities through programmes and campaigns that challenge and change oppressive systems.

Our Values

Change can happen: We are resilient and driven because we know that transformational change must and can happen for women who are facing criminalisation.

We actively strive to be feminist and antiracist: We recognise, acknowledge, include, and celebrate the power, strength and diversity of women and challenge oppressive systems of privilege. We are committed to end racism in all its forms and to challenge where we see inequality and injustice.

We represent the world we want to see: We listen and learn with each other and the communities we exist for and continuously challenge ourselves so that our work, and the ways that we work, represent a world where all women are met with care, dignity and compassion.

We build women's collective power: We work courageously and collaboratively to share power and voice in our programmes and influencing work and build the power as women together, to challenge structural injustice.

The experiences of women in prison

"Alongside decisive short-term action, there is a pressing need for a much bigger conversation about who we are sending to prison, for how long and what we want prisoners to do while they are inside."

- HM Chief Inspector of Prisons for England and Wales: Annual Report 2023-24

The number of women in prison is rising

- Towards the start of the period covered by this report, the 12 women's prisons in England and Wales were holding 3,348 women (4% of an overall population of 84,436).¹ By the end of the period this number had risen to 3,619.²
- Despite the 2018 Female Offender Strategy committing to reducing the number of women entering prison, this number is predicted to rise by between 3,800 and 4,800 by November 2027.³

Thousands of children are impacted by maternal imprisonment.

- An estimated 17,000 children each year have a mother who is in prison,⁴ and only around 5% can stay at home.⁵
- In the 12 months to March 2024, 55 women and 50 babies were received into Mother and Baby Units.⁶

Many women in prison have experienced abuse.

- Three out of five women report having suffered domestic violence. Over half report emotional, physical, or sexual abuse as a child.⁷
- In 2017, Women in Prison found that 79% of the women using our services had experienced domestic violence and/or sexual abuse.⁸

Many women in prison self-harm

- In the 3 months to March 2024, self-harm incidents increased by 29% in women's prisons.
- The rate was more than eight times higher in women's prisons than in men's prisons⁹

Many women experience homelessness

- Only half of women left prison with settled accommodation in the year to March 2023.¹⁰

¹ Ministry of Justice. Prison Population Statistics 2023. Population weekly bulletin 14 April 2023. <https://www.gov.uk/government/publications/prison-population-figures-2023>

² Ministry of Justice. Prison Population: weekly estate figures 2024. Population weekly bulletin 22 March 2024. <https://www.gov.uk/government/publications/prison-population-figures-2024>

³ MOJ Prison Population Projections: 2023-2028. <https://www.gov.uk/government/statistics/prison-population-projections-2023-to-2028>

⁴ Crest (2021) Counting the Cost of Maternal Imprisonment. <https://www.crestadvisory.com/maternal-imprisonment>

⁵ Prison Reform Trust (2017) Why focus on reducing women's imprisonment?; see also, Baroness Jean Corston (2007), The Corston Report

⁶ HMPPS Annual Digest 2023 to 2024. <https://www.gov.uk/government/statistics/hmpps-annual-digest-april-2023-to-march-2024/hmpps-annual-digest-2023-to-2024>

⁷ "There's a reason why we're in trouble": Domestic abuse as a driver to women's offending. Prison Reform Trust 2017.

⁸ Ibid

⁹ Ibid

¹⁰ Table 4. Ministry of Justice. (2023). Community Performance Annual, update to March 2023. GOV.UK. <https://www.gov.uk/government/statistics/community-performance-annual-update-to-march-2023/community-performance-annual-update-to-march-2023>

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2024

Snapshot of our impact

We are proud of the impact we have had in the year, we:

- Ran **3,566 support and advice sessions for 746 women** on a range of topics including mental health, wellbeing, accommodation, finance, benefits and debt.
- **Supported 1,468 women** in prisons and the community (increase from 1,319 in 2022/23).
- **1,319 referrals of women** to our services (increase from 2022/23: 1,011 referrals)
- Ran **189 probation hubs** across Manchester and Trafford, providing a safe space for women on probation whilst providing information, advice and guidance and promoting social inclusion.
- Ran **140 drop in and workshop sessions** across our community projects, focusing on emotional wellbeing, arts & crafts, healthy relationships and support circles.
- Ran **19 sessions** in collaboration with the Young Vic Theatre for the production of Tribe.
- Signposted or referred **402 women on 821 occasions** to other specialist services.

Outcomes for women

Women in the criminal justice system face multiple challenges, and often have experiences of trauma and abuse. Our data shows that 76% of women using our services last year reported mental health concerns, and at least 45% experienced domestic abuse. Housing insecurity is also a significant issue, with 23% of women lacking suitable accommodation and 17% reporting no fixed abode. On average, women have five overlapping needs, spanning areas like housing, mental health, debt, and domestic abuse, reflecting the urgent necessity for comprehensive, multifaceted support.

Women we work with achieved clear, measurable positive outcomes across several areas. In 2023/24, 76% of women exiting our services met key objectives they set, with improvements seen in re-offending, accommodation, mental health, and domestic abuse. We supported 49 women to secure housing, 23 women gain employment, and 11 reunite with their children.

We use the 'Justice Star' as our main impact measurement tool, to measure the impact of Women in Prison's work in supporting women through our suite of programmes. This is a version of the 'Outcomes Star' developed specifically for people in contact with the criminal justice system, which looks at rankings across 10 outcomes such as accommodation access, mental health, self-care and relationships. The Justice Star is a validated tool and one of the best methods of demonstrating "distance travelled", or a woman's progress against the 10 different outcome categories. Women reported an average improvement across all ten outcome areas of the "Justice Star", reflecting personal growth in areas such as mental health, relationships, and living skills.

Women also consistently self-reported improvements, with 94% expressing overall satisfaction with our services 88% of women felt more confident in accessing education and employment, and 83% gained a better understanding of abuse and safety. Feedback about our services was overwhelmingly positive, with 100% of women reporting feeling listened to, supported, and able to trust their support workers.

Women in Prison Ltd

Report of the Trustees
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"It's a really good service for vulnerable women. I would 100% recommend it to anyone. There is such a need for this kind of service, and I hope it continues for a long time."

- Women in Prison service user

Our key achievements

- Mobilised new fully staffed **Bridges to Health** team, increasing engagement with women accessing healthcare leaving HMP Bronzefield, Downview and SMP Send.
- Pivoted our **Creating Community Connections** project to focus on domestic abuse survivors, with new partnerships and training in HMP Styal and HMP Eastwood Park.
- The **WomenMATTA** team in Manchester and Trafford secured an £11,000 donation, mobilised a new internal grant system, improved data capture and hosted mindfulness and art sessions at Manchester Art Gallery, where service users could see art created at drop-in sessions. WomenMATTA contributed to a UN-hosted project on reoffending
- Increased capacity at our **South London Women's Hub** after a 50% funding uplift, improved pre-release and through-the-gate pathways for women, and increased the number of women receiving conditional cautions through our out-of-court service.
- Women in Prison Advocates are continuing to deliver high quality and effective support through the **Surrey Commissioned Rehabilitative Services (CRS)**. We are now expanding the service offer to deliver new workshops as part of Women in Prison's emphasis on co-production.
- Co-produced the Spring/Summer edition of **Women in prison's Still I Rise** magazine, edited by women in HMP Styal. Women's artwork, poems and articles were published around the theme of addiction and recovery.
- Successfully influenced **Sentencing Council** to consider pregnancy and postnatal period as mitigating factors in sentencing in close partnership with Birth Companions.
- **Supported Kate Osamor MP** to raise the matter of racial discrimination for black, racially minoritised and migrant women during the remand process with Edward Argar, Minister of State for Prisons, Parole and Probation.

Women in Prison Ltd
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Our programmes

"Felt like I could say what I wanted with you. You were my listening ear, and I could be open and honest with you. It's been good to have someone separate from family and friends to talk to."

- *WIP service user*

Bridges to Health works in three women's prisons to support women while in custody and through their transition to the community. We started a new contract to deliver this programme on 1 April 2023. Building on previous work in partnership with Central & Northwest London NHS Foundation Trust (CNWL) in HMP Bronzefield, the programme is funded for seven years to support sentenced women in two additional prisons, HMP Send and HMP Downview. Women are referred in custody by any professional worker and access support three months prior to and following release. Women in Prison Advocates sit within the prison mental health in-reach teams working with women who have mental and physical health needs, supporting their transition from custody to community.

The Creating Community Connections Project works in partnership with a range of women's centres, to provide domestic abuse support in seven prisons. It includes providing training for lived experience Women's Champions to be peer supporters and to deliver domestic abuse toolkits to other women. The project commenced in January 2023 and is funded by HM Prison and Probation Service until March 2025. The project retains the existing structure of the previous Tampon Tax funded project but has shifted its focus to domestic violence and abuse.

It is led by a partnership of women's centre providers: Women in Prison, Anawim, The Nelson Trust and Together Women and covers seven prisons; HMP Drake Hall, HMP New Hall, HMP Low Newton, HMP Send, HMP Styal, HMP Eastwood Park, and HMP Foston Hall.

We are ensuring we prioritise staff wellbeing, peer support and knowledge sharing through a monthly forum set up for team members working in custody. We have also set up an online space for staff to share resources and input to a database of support services close to women's prisons across the country. Dedicated meetings are also taking place with Reducing Reoffending Leads at each of the prisons within the women's estate.

Our **Unsentenced Project** works with women on remand in HMP Bronzefield to provide support with finance, benefits and debt.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2024

The Beth Centre and South London Women's Hubs offer a safe space for advice and support for women affected by the criminal justice system across 10 London boroughs. **South London Women's Hub (SLWH)** is commissioned by the Ministry of Justice (MoJ), the Mayor's Office for Policing and Crime (MOPAC), NHS, and Lambeth Council. It works across 10 South London boroughs: Lambeth, Wandsworth, Merton, Sutton, Bromley, Bexley, Greenwich, Croydon, Lewisham and Southwark. Women in Prison sub-contracts to partners who provide additional services: Pecan, Together, Hibiscus, Spark Inside, Cleanbreak, and Working Chance. Our hubs support women on probation and those at risk of becoming involved with the criminal justice system. This includes:

- Working with women in the community on probation orders, under license, or who are bailed or acquitted, and who self-refer or are referred through other services.
- Working with women who are suitable for an out of court disposal, following either arrest or voluntary attendance at a police station, the project is based in custody suites in Brixton and Walworth police stations.
- Providing substance misuse support to women up to three months before the end of a custodial sentence returning to Lambeth and Southwark. Our advocates work with women to help with arrangements for their release and support them as they transition into the community.
- Delivering the Reconnect programme, designed to support women with health needs to engage in local services, returning to London from women's prisons in the South of England.
- A peer mentor programme developed in partnership with Morley College

A stand-out moment of the year was SLWH's collaboration with the Young Vic theatre to develop a production: *Tribe*. Led by Director TD Moyo, Young Vic facilitated workshops with women to co-create a play which the women, supported by our Advocates, went on to perform to sell-out audiences for one week in October 2023. The performance had positive impacts for the women including increased confidence, self-esteem and self-belief.

Surrey Commissioned Rehabilitation Services work with women either leaving custody or having received a Community Order by the Court, with referrals made by Probation. It is contracted by the Probation Service for five years and began its third year in 2023. This year Probation completed a review examining the efficacy of the project and noted that Women in Prison has been far more successful in comparison with all other providers, and that where the service falls, it is on the part of Probation rather than Commissioned Rehabilitative Services providers. They are addressing this with the roll out of a training programme for all Probation Officers, including those working in prisons.

WomenMATTA provides women in Manchester and Trafford affected by the criminal justice system and those at risk, with a safe space to access intense, holistic gender-specialist support, and a creative community space. **WomenMATTA** is based in Hulme and has three other hubs across Manchester and Trafford. It provides a 'one-stop-shop' that offers group work, one-to-one support and counselling for women in contact with or "at risk" of contact with the criminal justice system around:

Women in Prison Ltd
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- Domestic abuse/sexual abuse
- Debt or money issues
- Education, employment and training
- Wellbeing
- Social inclusion
- Housing and homelessness
- Mental health
- Parenting support
- Substance misuse and alcohol addiction
- Physical health

The contract, due to end in March 2026, is with Greater Manchester Combined Authority to deliver its integrated rehabilitation services in Manchester and Trafford. Women in Prison is a member of the Greater Manchester Women's Services Alliance, which holds the contract and sub-contracts to nine women's organisations.

*"I really enjoyed the group and feel more optimistic for women's future knowing that organisations like WIP are here to listen and support us."
You've been there for me and listened to me. I appreciate everything you have done for me. You've given me a push and without you I wouldn't have done so many things that I should have. Thank you for being patient and understanding."*

- WIP service user

External evaluations

This year Women in Prison drew on the conclusions of two evaluations of our work.

The first explores the effectiveness of the Enhanced Engagement Relational Support Service (EERSS) of which Women in Prison's Bluebird Service for women on the Offender Personality Disorder Pathway was a part.¹¹ The second evaluation is of the Healthy Foundations programme, which preceded Bluebird but shared many of its characteristics.¹²

Bluebird

"...had it not been for [Women in Prison] just grounding me in that split second, yeah I dunno I don't think she even knows what kind of an impact she had in that defining moment..."

- Bluebird service user

We ran the Bluebird project between 2013 and 2024 (previously called 'Complex Needs') working with women in London who were leaving prison and on the Offender Personality Disorder (OPD) Pathway, jointly commissioned by Her Majesty's Prison and Probation service (HMPPS) and the NHS. It worked in partnership with the London Pathway Project (a charity working to improve health services for homeless people), the London Probation Service and the Prison Service. This partnership aimed to promote social inclusion and improve the lives of those it worked with through providing appropriate levels of support.

¹¹ Singh B. and Minoudis P. (2023). Evaluation of the Enhanced Engagement Relational Support Service. Women in Prison

¹² Glew C. and Magic J. (2023). Health Foundations Project. AVA (Against Violence and Abuse).

Women in Prison Ltd
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Across the EERSS services the evaluation showed that Bluebird's services:

- Significantly improved peoples' relationships with others.
- Bridged the gap between people in contact with the justice system and probation, with Bluebird advocates a mediating and encouraging joint working with probation.
- Resulted in a reduction in women missing statutory appointments, including with probation.

Healthy Foundations

A three-year (2019-2022) project funded by the National Lottery Community Fund, Healthy Futures aimed to improve the health of women affected by the criminal justice system. Its work included providing advocacy and support, advice and information, workshops and health promotion. Underpinning its work was a belief that the challenges women involved in the criminal justice system is a failure of the health system. The evaluation of Healthy Foundations found that:

- Women were overwhelming positive about the support and advocacy they received.
- Working with the service improved women's knowledge of the health system, boosted their confidence to manage their health independently, and empowered them to take control of their health in the short and long term.
- Independent advocacy services helped women feel listened to, cared for and valued, more in control of their health, confident about speaking up and able to access additional support.

Co-production

This year we have developed a range of additional opportunities for women to share their experiences, to support the development of our vision, purpose and values, and to share their reflections on our services and what they want to see in future.

Having committed to doing more explicit co-production work last year, Women in Prison developed the process with a particular focus on equality and reciprocity. Thanks to funding from the City Bridge Trust, Women in Prison has been able to offer an internal secondment for a Co-Production Coordinator, giving us the capacity and opportunity to further develop our processes and resources, including doing co-production work with women with lived experience of the justice system who also have mental health needs.

We ran a series of photographic workshops in HMP Styal with women with lived experience of poor mental health and workshops with women across our South London Women's Hubs, who told us their views on mental health. We converted these into sound and visual recordings which we shared on social media.

In early 2023, Women in Prison submitted its co-production project for the Career Matters Lived Experience Charter Status and Award—and was successful. We went on to achieve gold status. This recognition highlights the organisation's high standards, good practices, and commitment to inclusive recruitment and retention of people with lived experience.

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Our campaigning and influencing

"Thank you. I'm so happy and relaxed in this group, very happy."

- WIP service user

The All-Party Parliamentary Group (APPG) on Women in Contact with the Criminal Justice System

Throughout this year Women in Prison has worked on a range of issues and ensured women with lived experience inform the APPG's work. The APPG is chaired by Kate Osamor MP (Labour). The two vice chairs are Baroness Burt of Solihull (Liberal Democrats) and Baroness Hodgson of Abinger (Conservative).

We worked with a small group of women with lived experience to prepare them for attending the Annual General Meeting in May 2023 to give their views about priorities the group should consider.

In December 2023, we held meeting focusing on racism in the justice system and the disproportionate use of remand for Black, racially minoritised, and migrant women. The meeting had presentations from our partners including Hibiscus Initiatives, Justice, and a woman with lived experience who we continue to work closely with. It was well attended by key partners and funders. It led to Kate Osamor MP raising a question in the MoJ questions session in parliament and meeting directly with Edward Argar, the then Minister of State for Prisons, Parole and Probation.

Double Disadvantage Action Plan

Women in Prison worked with partners – Hibiscus, Agenda, Criminal Justice Alliance, Zahid Mubarak Trust and Muslim Women in Prison – to organise a 'one year on' event in July 2023 to discuss progress made implementing the Double Disadvantage action plan, what the barriers to change are and where we go next. The event was chaired by Sonya Ruparel and attended by over 30 practitioners and policy makers, including senior leaders in the police, Crown Prosecution Service, HM Prisons and Probation Service and Ministry of Justice. Women with lived experience opened the meeting, sharing their experiences and views about the importance of the issue and what needs to change.

Kate Osamor MP agreed to ballot for a Westminster Hall Debate entitled "That this house has considered Black, Asian, minoritised and migrant victims of violence against women and girls who are accused of offending." This successfully took place in early July 2023 ([Parliamentlive.tv - Westminster Hall](https://www.parliamentlive.tv/Event/Westminster-Hall-Debate-That-this-house-has-considered-Black-Asian-minoritised-and-migrant-victims-of-violence-against-women-and-girls-who-are-accused-of-offending))

We published a '[one year on progress report](#)' and continue to work with our partners through this project.

Speaking truth to power

"I love being in a women-only environment as it feels safe, I don't get to be with women much anywhere else."

WIP service user

- In January 2024, Sonya Ruparel gave evidence to the **Justice Select Committee** on the current prison population and capacity and Kate Fraser gave evidence at the **Welsh Affairs Committee** on prisons. Our main recommendations were for the Ministry of Justice to proactively reduce the women's prison population and commit to working in collaboration across departments to address the root causes of women's offending. We amplified the evidence sessions across our social channels, reaching thousands of people.
- In June 2023, Women in Prison submitted a written response to the **Lords Justice and Home Affairs Select Committee** inquiry on Community Sentences, following consultation with frontline staff, arguing for the need to divert women from the justice system and stressing the importance of full pre-sentence reports to inform sentencing decisions.
- In October 2023, we collated information from the frontline team about Out of Court Disposals to inform our response to **Ministry of Justice's Diversionary and Community Cautions Draft Code of Practice**.
- In November 2023, the Sentencing Council launched a major consultation on "imposition of community and custodial sentences guidelines". Women in Prison responded alongside our partners, Birth Companions, in February 2024 informed by our past work and consultations with staff and women with lived experience. We highlighted concerns about remand, the disproportionate impact on black, racially minoritised and migrant women and the harm done to women by short sentences. In March 2024, the Sentencing Council announced changes to their guidelines and announced that pregnancy, birth and the postnatal period will be included as a specific mitigating factor to be considered by magistrates and Crown Court judges in sentencing decisions. A huge success for all those working on the matter.

Amplifying women's voices

- In March 2023, Women in Prison's Sarah Uncles wrote a guest article for *Glamour magazine*, highlighting issues in the women's prison estate.
- In May 2023, Sonya Ruparel wrote an article for the *Times* with the Howard League for Penal Reform, highlighting that the solutions to crime lie primarily outside the criminal justice system and require investment in housing, education, jobs, and a commitment to ensure people get the support they need.
- In July 2023, the Double Disadvantage event covered by the Today in *Parliament* podcast and in *The Mirror*.
- Women in Prison amplified APPG sessions by reaching out to our email subscribers and sharing on social media. The Justice Select Committee and Welsh Affairs Committee were viewed approximately 12,600 times across social media platforms.
- From December 2023, with a new Head of Communications joining the team, we increased Women in Prison's capacity to respond to the external environment, including regular responses to quarterly Safety in Custody statistics and reports on women's prisons. The knock-on effect was increased engagement across our digital communications channels.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2024

- In March 2024, we co-authored a letter to the editor of The Guardian newspaper, responding to a report on treatment of girls in Wetherby Young Offenders Institute.
- Marking International Women's Day 2024, women in custody shared their responses to a prompt "My Story Is..." to raise awareness around the root causes of women's criminalisation. We shared these as a social media campaign across Women in Prison's growing channels, using women's handwritten letters as imagery, the campaign reached over 3000 people collectively over our social channels.

Our 40th Anniversary

"40 years supporting women harmed by the criminal justice system is an important milestone in our history. The important and impactful work by and with many women who went before us makes us deeply proud, and we are excited to share Women in Prison's rich heritage and to continue to build on it as we support women and campaign for lasting change into the future."

Sonya Ruparel, CEO, Women in Prison

Women in Prison was established in 1983 with the singular aim of ending the harm of the criminal justice system on women's lives. Over the past four decades, our initiatives – in custody, 'through the gate' and within the community – alongside our women-led campaigns, have consistently pursued this goal.

"I wouldn't be where I am today if it weren't for WIP's amazing support. Being a part of the 40th Anniversary steering group has been such an honour and an amazing opportunity for me to give back to WIP. I've gained invaluable insights into WIP's amazing history and look forward to being a part of their future work!"

Emilia, WIP service user and 40th Anniversary Steering Group Member

To commemorate and honour this history, Women in Prison will mark its 40th anniversary in 2024 by uncovering archival material, interviewing key figures and stakeholders instrumental in our history and work today, and hosting events to showcase our impact over the past four decades. Funded by the National Lottery Heritage Fund, Women in Prison will use this reflection on our roots to inspire and mobilise more people to help end the harm caused to women, their families and communities from the criminal justice system.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

Your support

"I don't like to talk to people, but you have been patient with me and got me back on track. I came away feeling understood and informed."

- Women in Prison service user

We cannot achieve impact or the change we want to see without the support of our brilliant donors and partners. Whether you give funding, partner with us, or support our campaigns, we could not succeed without you. As we enter a new period in our 40th anniversary celebration year with a new vision, purpose, and values, we are motivated to define our new direction with practicality, purpose, and impact. Come with us on our journey as we continue to challenge the systems that oppress women.

Sowing the Seeds of Our Future

Having restructured the Leadership Team last year and put measures in place to enable organisational sustainability and resilience, we made a commitment in the last annual report to enhance our co-production work, and renew the values, vision, and purpose that underpin our strategic priorities.

The values work was led by a Values Working Group made up of staff, trustees, and two women with lived experience who have used Women in Prison services. They attend each meeting and collaborate with us as equal partners. Since our trustees approved our new values, our focus has been on embedding them across the organisation. As a direct result of the values work, the organisation has set up an Equity, Diversity and Inclusion (EDI) Committee, which will drive our EDI strategy and support the organisation to embed anti-oppressive practices.

Similarly, the work to update and redefine our vision and purpose involved the whole organisation, women with lived experience and members of the Board.

This year was marked by a deliberate focus on co-production, connecting our influencing and programmes work, creating opportunities for women with lived experience to engage in advocacy, and investments in the core of the organisation to increase the robustness of our HR, finance, and fundraising capabilities. With these important areas in progress, and a clear new vision for Women in Prison, we have set the stage for developing a new and bold organisational strategy in 2024/25.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

Finance and Governance

a) Delivering public benefit

All of WIP's charitable activities are undertaken for public benefit, focusing primarily on:

- **Providing supportive services** to women affected by the criminal justice system, including those in prison, in the community, and those at risk of offending.
- **Enabling women to develop appropriate and sustainable exit strategies** from patterns of offending, thereby reducing the cost to the public purse associated with both offending and criminal justice responses.
- **Contributing to local, national, and international debates, research, and policy development** on issues affecting women in the criminal justice system.

WIP's trustees have consistently complied with the duty to have due regard for the public benefit, as outlined in Section 17 of the Charities Act guidance published by the Commission in 2011.

b) Structure, governance and management

The Charity is established as an incorporated charitable trust and is governed by a Memorandum and Articles of Association dated 6 November 2008. Throughout the year under review, the provisions of this governing document have been fully complied with.

Overall governance rests with the Trustees, while the day-to-day operations are delegated to Chief Executive – Sonya Ruparel and the leadership team.

The management team underwent restructuring during the year the previously financial year and now comprises of the Chief Executive, a Director of External Affairs and Campaigns, a Director of Programmes and Partnerships, a Director of Fundraising (not in post) and an Interim Director of Finance and Resources.

The Board is co-chaired by **Juli Browne** and **Harriet Johnson (resigned November 2023)**.

The Board's structure includes two subcommittees with delegated authority:

- **Finance, Audit and Risk Committee:** Chaired by the Treasurer of the Board.
- **Nominations, Remunerations and Culture Committee:** Chaired by the Vice Chair of the Board.

c) Risks and mitigation

The finance, audit and risk committee reviews the organisation's risks on a quarterly basis that are raised to the board by the leadership. The main risks for the charity continue to be related to funding, with commissioned contracts that do not cover the charity's core costs and a difficult funding environment for the women's sector.

d) Financial review

Women In Prison's income is funded with a varied range of grants and commissioned contracts with almost 90% classified as restricted income and just 10% representing unrestricted income. This funding has enabled the charity fulfil government commissioned work and generally fund its charitable purposes.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2024

During the reporting period, the charity was in receipt of 18 restricted grants and commissioned contracts with the focus on three main areas: In Prison, Community projects and Campaigns (including core funding).

Total income in 2023/24 was £3.37m (2023: £2.98m). We therefore achieved a growth in income of £99k during the year despite the challenges of securing new funding. Total expenditure for the year was £3.05m (2023: £3.23m) a decrease of £18k. We ended the year with a surplus of £323k.

The charity's operating costs were kept to a minimum and the costs incurred during the year were in direct relation to the ongoing running of the charity.

We delivered high-quality services across our programmes and campaigns spending £2.58m (2023: £2.77m) on direct and support costs related to charitable activities. This was based on an average monthly run rate of £215k, which was slightly lower than the previous year. We still have a healthy reserve balance of £1.172m at the end of the financial period. This includes £911,109 of unrestricted reserves and £260,552 of restricted reserves. Our reserves are sufficient to cover our planned programme activities for the next financial period, as well as any contingencies that may arise.

We have also secured a strong funding pipeline for 2023/24, with a projected income of £3.5m and a projected cost of £3.7m. The projected deficit is due to the investment in the Fundraising Team. Our major commissioned contracts for 2023/24 are with the MOJ, HMPPS and NHS to deliver our services in prisons and communities.

Given the current balance sheet position, (£1,171m reserves) the Leadership Team is confident that we can overcome funding challenges by developing a sustainable business model, investing in fundraising that will focus on income diversity and future growth.

e) **Reserves policy and investment**

The Trustees have established a reserves policy in line with the strategic and corporate plan of the charity to ensure it has adequate reserves to meet its current and future needs and ensuring they comply with the Charities SORP and the Companies Act 2006.

The purpose of this policy is to balance the aims and objectives of being efficient as a not-for-profit organisation with the goal of sustainability. Decisions on the appropriate, sustainable levels of reserves will be informed by a combination of short-term working capital requirements, projected levels of operating costs, estimates of contract exit costs and availability of funds for new programme delivery.

The reserves are to be held in cash or cash equivalent securities. Women In Prison's reserves policy stipulates that the cash and reserves position is to be sufficient to cover a minimum of three months of normal expenditure (adjusted for staff that may TUPE to new providers) and to enable the charity to develop new initiatives in support of its charitable objectives.

At the year-end, the charity held reserves in total of £1,171m (2023: £848,352), of which £260,552 (2023: £235,045) were restricted funds. Unrestricted reserves were £911,109 (2022: £613,307). The Board also considers that, in the event of the charity being unable to continue operations, many of its women's support services could be transferred to local authorities or other service providers as on-going operations, along with any restricted funding associated with those projects.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

f) Fundraising

Women in Prison extends sincere gratitude to all our donors for their ongoing support and commitment to our work. During this period, we made a modest investment in fundraising by appointing a fundraising manager for six months. We plan to launch a significant fundraising campaign in 2024 to increase our voluntary and unrestricted funding. This initiative aims to make us a more sustainable organisation and reduce our reliance on commissioned contracts, necessitating a more substantial investment in fundraising in the future.

Our immediate priority is to secure sustainable funding for our women's centres and the work we do in Manchester, London, and Surrey, as well as for our systems change efforts that are central to our organisational ambitions.

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards 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 presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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.

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.

Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2024**

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our Trustees' Annual Report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as directors, in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approval

This Report was approved by the trustees 27 November 2024 and by order of the trustees, signed on their behalf by:

Juli Browne, Co-Chair of Trustees



Jessica Donnellan, Vice Chair

Women in Prison Ltd (a company limited by guarantee)

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

Opinion

We have audited the financial statements of Women in Prison Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flow 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 March 2024 and of the charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

The other information comprises the information included in the Report of the Trustees other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Report of the Trustees. Our opinion on the financial statements does

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2024

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Report of the Trustees' Annual Report (incorporating 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 directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

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' Annual Report (which incorporates 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 or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 the advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 28 and 29 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

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2024

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:

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

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.

Kevin Fisher FCA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton,
Surrey, KT6 7AL



18 December 2024

Women in Prison Ltd

Statement of Financial Activities
(including income and expenditure account)
for the year ended 31 March 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME:					
Donations and legacies	2	39,175	12,238	51,413	26,741
Charitable activities	3	302,000	3,015,423	3,317,423	2,949,126
Investments	4	449	-	449	307
TOTAL INCOME		341,624	3,027,661	3,369,285	2,976,174
EXPENDITURE:					
Raising funds	5	16,427	-	16,427	50,544
Charitable activities	6	21,029	3,008,520	3,029,549	3,180,557
		37,456	3,008,520	3,045,976	3,231,101
Net Income/(Expenditure)		304,168	19,141	323,309	(254,927)
Transfers between Funds		(6,366)	6,366	-	-
NET MOVEMENT IN FUNDS		297,802	25,507	323,309	(254,927)
RECONCILIATION OF FUNDS					
Total Funds brought forward	12/13	613,307	235,045	848,352	1,103,279
Total Funds carried forward	12/13	911,109	260,552	1,171,661	848,352

There were no recognised gains or losses for 2024 or 2023 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 37 to 49 form part of these financial statements.

Women in Prison Ltd
Company number: 05581944

Balance Sheet
as at 31 March 2024

	Notes	2024		2023	
		£	£	£	£
CURRENT ASSETS:					
Debtors	10	277,768		131,991	
Cash at bank and in hand		<u>1,363,827</u>		<u>1,074,787</u>	
		1,641,595		1,206,778	
CURRENT LIABILITIES					
Creditors:-					
Amounts falling due within one year	11	<u>(469,934)</u>		<u>(358,426)</u>	
NET CURRENT ASSETS:			<u>1,171,661</u>		<u>848,352</u>
NET ASSETS	12		<u>1,171,661</u>		<u>848,352</u>
FUNDS:					
Unrestricted funds	13		911,109		613,307
Restricted funds	13		<u>260,552</u>		<u>235,045</u>
TOTAL FUNDS	13		<u>1,171,661</u>		<u>848,352</u>

The notes on pages 37 to 49 form part of these financial statements.

The financial statements have been prepared in accordance with the special provisions applicable for small companies regime under Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 27/11/2024 and signed on its behalf by:



Juli Browne
Co-Chair of Trustees



Jessica Donnellan
Vice Chair of Trustee



Grace Stevens
Treasurer of Trustees

Women in Prison Ltd

**Statement of Cash Flows
for the year ended 31 March 2024**

	Notes	2024 £	2023 £
Net cash provided by/(used in) operating activities	A	288,591	(283,619)
Cash flows from investing activities			
Interest received	4	449	307
Net Cash provided by/(used in) investing activities		289,040	(283,312)
Increase/(decrease) in cash and cash equivalents in the year	B	289,040	(283,312)
Cash and cash equivalents at the beginning of the year		1,074,787	1,358,099
Total cash and cash equivalents at the end of the year		1,363,827	1,074,787
A) Reconciliation of net movements in funds to net cash flow from operating activities		2024 £	2023 £
Net income/(expense) for year		323,309	(254,927)
Interest received	4	(449)	(307)
Increase/(decrease) in debtors		(145,777)	(103,026)
Increase/(decrease) in creditors		111,508	74,641
Net cash provided by/(used in) operating activities		288,591	(238,619)
B) Analysis of cash and cash equivalents	As at 1 April 2023 £	Cashflow £	As at 31 March 2024 £
Cash in hand	1,074,787	289,040	1,363,827
Total cash and cash equivalents	1,074,787	289,040	1,363,827
C) Analysis of net debt	As at 1 April 2023 £	Cashflow £	As at 31 March 2024 £
Debt due within one year	358,426	111,508	469,934
Total debt	358,426	111,508	469,934

The notes on pages 37 to 49 form part of these financial statements.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) General Information

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 05581944) and a charity registered in England and Wales (charity number: 1118727). The charity's registered office is the Beth Centre, Hudson House, 1 Stockwell Green, Stockwell, London, SW9 9JF.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

b) Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice. All amounts are expressed in GB sterling (£).

Women in Prison Ltd constitutes a public benefit entity as defined by FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

c) Preparation of the accounts on a going concern basis

In the opinion of the trustees, the charity remains a going concern and, accordingly, the financial statements have been prepared on a going concern basis.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants/contracts, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time provided by volunteer workers is not recognised; the Trustees' Annual Report provides information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in expenditure in the period of receipt.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity that the trustees have decided, at their discretion, to set aside to use for a specific purpose. Restricted funds are grants and donations that the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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 are an estimate of time spent, together with any direct costs incurred.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

Expenditure includes those costs of a direct nature which can be allocated to a specific activity known as direct costs. It also includes support costs.

h) Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs that support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs are allocated to grant funded projects on the basis of the agreement made with the funder.

i) Operating leases

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight-line basis over the term of the lease.

j) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans that are subsequently measured at amortised cost using the effective interest method.

k) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset category

Office equipment – 20% straight-line

l) 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.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2024**

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) 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.

o) Estimates and judgements

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The trustees consider that there are no material estimates or judgements within the accounts.

p) 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 in Prison Ltd operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of Women in Prison Ltd, in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024 £	Total 2023 £
Donations	39,175	12,238	51,413	26,741

All of the £26,741 recognised in 2023 related to unrestricted funds.

3. INCOME FROM CHARITABLE ACTIVITIES

RESTRICTED FUNDS	2024 £	2023 £
<i>In Women's Prisons</i>		
Aldo Trust	5,250	4,250
Central & NW London NHS Foundation Trust	300,850	86,294
<i>Community Based</i>		
National Lottery Community Fund	-	121,182
City Bridge Trust	111,600	100,000
NHS England	80,000	160,000
Lambeth Council and MOPAC (South London Alliance)	137,481	661,513
Advance Charity	-	25,167
Sutton Council	-	5,000
WomenMATTAs project funding	245,896	318,352
Drapers	15,000	-
H Crew	900	900
Individual Grants for Clients	5,119	-
HMPPS	-	71,753
Sheriffs and Recorders	10,000	-
Ministry of Justice	1,913,327	629,328
Wandsworth	5,000	-
DCMS Tampon Tax	-	515,842
<i>Campaigns and core funding</i>		
Barrow Cadbury Trust	30,000	-
Bromley Trust	10,000	10,000
Comic Relief	-	54,340
The Henry Smith Charity	-	32,467
Jabbs Foundation	145,000	41,120
Lloyds Bank Foundation	-	66,250
Total restricted income	3,015,423	2,903,758

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

INCOME FROM CHARITABLE ACTIVITIES (continued)

	2024	2023
	£	£
UNRESTRICTED		
Esmée Fairbairn Foundation	100,000	-
Goldsmiths	-	33,000
Individual grants for clients	-	9,041
Comic Relief	15,000	-
Eaves Funds – Lambeth Council	39,434	-
Oak Philanthropy (UK) Ltd	43,000	-
Ministry of Justice	99,994	-
Other income	4,572	3,327
Total unrestricted income	302,000	45,368
Total income from charitable activities	3,317,423	2,949,126

The Aldo Trust

Grant provides money for distribution to women in prison who do not have access to monetary support. As in previous years, each grant is limited to no more than £25 per woman and is to cover basic needs.

Central & North West London NHS Foundation Trust

Grant funds 'Through-the-Gate' services offered to HMP Bronzefield residents who experience significant and enduring mental health needs. It supports them in their preparation for release, on their day of release and then on an on-going basis back in their communities. The service is available to women returning to any location in the South East of England.

National Lottery Community Fund (Healthy Foundations)

New grant funds the development of health-related projects. Advocates provide information and advocacy about healthcare and wellbeing, and support women to access healthcare services in the community, following release from prison.

Greater Manchester Women's Support Alliance (GMWSA)/Stockport Women's Centre

The Alliance coordinator provides strategic networking and oversight of the Alliance's work. Funding also went toward WomenMATTA.

City Bridge Foundation and NHS England (Bluebird)

Joint funders of a project that works across London to meet the additional needs of women on probation who meet particular criteria.

NHS England

Bluebird is the name of the NHS and HMPPS co-commissioned 'Enhanced Engagement & Relational Support Service (EERSS)' for women meeting the criteria of the Offender Personality Disorder (OPD) Pathway in London

Lambeth Council and MOPAC

Grant funds the Beth Centre and South London Alliance - women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon and

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2024

Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area.

Using funding from Mayor's Office of Policing and Crime (MOPAC) and other local authorities as part of the London Crime Prevention Fund, Lambeth funded a three-year programme, based in six south London boroughs, of localised support for women. This project has been extended until June 2022 and now covers the two further boroughs of Bromley and Merton.

Advance Charity

A VAWG charity in North London, which includes supporting women impacted by the CJS. We had an agreement with them to use their hub spaces for our Bluebird service to meet with service users (Bluebird is pan London).

Sutton Council

Provide funding for WIP to provide additional services for women in Sutton affected by the CJS, this includes women's hub space in Sutton, and workshops and other activities. This is through the Community Safety team at Sutton Council and part of their Reducing Reoffending Board.

WomenMATTA project funding

Funded by **Cheshire and Greater Manchester CRC, Greater Manchester Combined Authority and GMWSA**. The women's centre provides one-to-one and group support, advocacy and advice to Manchester and Trafford women at point of arrest (via the Greater Manchester Police Triage Scheme); serving community orders; on release from prison; and those considered 'at risk of offending' by nature of unmet support needs.

Manchester City Council

Grant is a contribution to WomenMATTA, which funds a specific project worker who supports the 'at risk of' offending cohort, and the weekly community drop-in that includes a rolling timetable of activities aimed to reduce the social isolation, improve the mental health and wellbeing, financial circumstances and employability of women attending. The grant also funds the delivery of WIP's one-day 'Working with Women in the Criminal Justice System' training to external services and professionals.

H Crew and Small prison grants for women

Grant for individual cases, as funds permit.

Woking Borough Council (Women's Support Centre)

Commissions WIP to run the Women's Support Centre offering support across Surrey to women whose individual circumstances or experiences have placed them at risk of exploitation, victimisation or involvement in the criminal justice system. The whole service was transferred to Woking Borough Council in March 2021.

HMPPS

New commissioned work called Creating Community Connections to link workers from prisons into the community.

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2024

Charles Hayward Foundation

Charles Hayward Foundation has supported Women in Prison's work since 2020, when they partially funded the Checkpoint diversion scheme in Surrey.

Ministry of Justice

New funding received toward core costs for the final months of the year, following a competitive process.

DCMS Tampon Tax – Creating Community Connections (CCC)

The new 'Creating Community Connections' project is led by a partnership of women's centre providers - Women in Prison, Brighton Women's Centre, Anawim, Together Women and Nelson Trust. The project aims to connect women in prisons with vital specialist community support services across the country, especially women's centres

Barrow Cadbury Trust

Two grants were made during the year, both of which supported the campaigning activities of Women in Prison, including strengthening women's voices, in our campaigns to reduce the women's prison population and build the women's centre movement.

Bromley Trust

Grant awarded for policy and campaigning work.

Comic Relief

Grant is funding for campaigns to amplify the voices of Women's Centres across the country, improving recognition of the women-centred services available and making the case for sustainable funding.

The Henry Smith Charity

This contributed to a project worker in Greater Manchester.

Jabbs Foundation

Grant awarded for campaigning work and work with magistrates.

Lloyds Bank Foundation

Grant awarded to develop influencing strategies in partnership with other women's centres.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

4. INVESTMENT INCOME

	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024 £	Total 2023 £
Bank interest	449	Nil	449	307

5. RAISING FUNDS

	2024 £	2023 £
Staff costs including training and development	-	37,306
Consultants	16,427	13,238
	<u>16,427</u>	<u>50,544</u>

All of the raising funds are support costs of the charitable company and were charged to unrestricted funds.

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs 2024	Support Costs 2024	Total Costs 2024 £	Total Costs 2023 £
Providing assistance and guidance for women in prison	2,574,980	454,569	3,029,549	3,180,557

£3,029,549 (2023 : £3,180,557) of the above costs, £21,029 (2023 : £171,110) was charged to unrestricted funds and £3,008,520 (2023 : £3,009,447) was charged to restricted funds.

Direct costs included in charitable activities	2024 £	2023 £
Staff costs including training and development	1,656,072	1,662,671
Subcontracted services and in-kind contributions	460,172	504,998
Programme and direct costs	163,097	352,553
Office costs	119,279	83,663
Premises costs	106,371	144,881
Professional fees and consultants	69,989	18,507
	<u>2,574,980</u>	<u>2,767,273</u>

Support costs included in charitable expenditure

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

	2024	2023
	£	£
Staff costs including training and development	309,415	305,219
Programme costs	28,407	18,214
Office costs	53,434	36,373
Premises costs	20,778	21,673
Professional fees and consultants	33,122	21,908
Governance (Note 7)	9,413	9,897
	<u>454,569</u>	<u>413,284</u>
7. ANALYSIS OF GOVERNANCE COSTS		
	2024	2023
	£	£
Audit fee	6,500	4,290
Management committee expenses	2,913	5,607
	<u>9,413</u>	<u>9,897</u>
8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL		
	2024	2023
Salaries and wages	1,617,086	1,558,226
Social security costs	162,860	156,646
Pension costs	81,719	77,258
Temporary staff and subcontractors	-	114,668
Other personnel costs	103,822	98,398
	<u>1,965,487</u>	<u>2,005,196</u>
Details of employees who received total employee benefits (excluding employer pension costs) in excess of £60,000 are as follows:	2024	2023
	No.	No.
£60,000 - £70,000	1	-
£70,000 - £80,000	-	-
£80,000 - £90,000	1	-
	<u>1</u>	<u>-</u>

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2024

The charity makes administrative contributions of £81,719 to a stakeholder pension scheme for 59 qualifying staff members (2023: £77,258 for 75).

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2023: £nil). Expenses incurred by trustees for travel or other expenses during the year amounted to £2,913 (2023: £5,607) for 5 trustees (2023 : 5 trustees). Trustee donations during the year totalled £Nil (2023: £500).

Staff redundancy payments in the year totalled £Nil (2023: £17,962). The key management personnel of the charity during the year comprised the trustees, the Chief Executive, the Head of National Service Delivery, and the Head of Finance and Governance. The total employee benefits of the key management personnel of the charity were £248,320 (2023: £303,789).

Average staff numbers during the year were 53 (2023: 53). Average full time equivalents during the year were 48 (2023: 48).

Volunteers include peer mentors in prison and in the community, volunteer counsellors in our women's centre in Woking, women on Release on Temporary Licence (RoTL) and those working on our campaigns.

9. CORPORATION TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. DEBTORS

	2024	2023
	£	£
Trade debtors	119,833	108,886
Prepayments and accrued income	152,115	19,371
Other debtors	5,820	3,734
	<u>277,768</u>	<u>31,991</u>

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	184,519	142,131
Taxation and social security	39,024	34,482
Accruals and deferred income	246,391	181,813
	<u>469,934</u>	<u>358,426</u>
Deferred income analysis		2024
		£
As at 1 April		65,000
Additions during the year		70,000
Amounts referred to income		(65,000)
As at 31 March		<u>70,000</u>

Deferred income of £70,000 (2023 : £65,000) included above relates to grant income received during the year but relating to future accounting periods.

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2023)

2024	General Funds £	Restricted Funds £	Total Funds £
Current assets	1,381,043	260,552	1,641,595
Current liabilities	(469,934)	-	(469,934)
Net assets	<u>911,109</u>	<u>260,552</u>	<u>1,171,661</u>
COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS			
2023	General Funds £	Restricted Funds £	Total Funds £
Current assets	971,733	235,045	1,206,778
Current liabilities	(358,426)	-	(358,426)
Net assets	<u>613,307</u>	<u>235,045</u>	<u>848,352</u>

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

13. MOVEMENT IN FUNDS

	Balance at 1 April 2023	Income	Expenditure	Transfers (to)/from unrestricted	Balance 31 March 2024
Restricted Funds:					
South London Women's Hubs	56,068	1,349,947	1,406,015	-	-
Bluebird Project – Complex needs	53,936	80,000	140,302	6,366	-
DV Project	16,653	400,124	416,777	-	-
Beth Centre	33,127	31,000	64,127	-	-
National Lottery	12,271	-	218	-	12,053
HMP Bronzfield Inreach CNWL	4,340	-	116	-	4,224
Bridges to Health	-	300,850	249,563	-	51,287
Surrey CRS	470	169,255	169,725	-	-
City Bridge Trust - Bluebird	-	111,600	69,423	-	42,177
JABBS Foundation	37,629	145,000	149,537	-	33,092
Lambeth Substance Misuse	-	87,594	59,255	-	28,339
Other restricted funds	20,551	352,291	283,462	-	89,380
TOTAL RESTRICTED FUNDS	235,045	3,027,661	3,008,520	6,366	260,552
Unrestricted Funds:					
General funds	613,307	341,624	37,456	(6,366)	911,109
TOTAL FUNDS	848,352	3,369,285	3,045,976	-	1,171,661

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

MOVEMENT IN FUNDS – Previous year comparison

	Balance at 1 April 2022	Income	Expenditure	Transfers (to)/from unrestricted	Balance at 31 March 2023
South London Women's Hubs	11,719	431,679	443,398	-	-
Bluebird Project	41,450	260,001	247,515	-	53,936
DV Project	-	71,753	55,100	-	16,653
Beth Centre	35,982	195,333	198,188	-	33,127
National Lottery	35,873	121,182	144,784	-	12,271
HMP Bronzfield Inreach CNWL	-	86,294	81,954	-	4,340
Comic Relief Power Up	16,339	54,341	70,680	-	-
Surrey CRS	-	111,309	110,839	-	470
Creating Community Connect	106,680	515,842	622,522	-	-
Other restricted funds	92,691	1,056,024	1,034,467	-	114,248
TOTAL RESTRICTED FUNDS	340,734	2,903,758	3,009,447	-	235,045

Transfers between funds

Where restricted funds provided were less than the costs of discharging the service, the deficit was met from unrestricted funds. Surpluses and grants relating to funds already expended were transferred to unrestricted funds.

14. COMMITMENTS

At 31 March 2024, the company had commitments under non-cancellable operating leases

	2024 £	2023 £
Operating leases that expire:		
Within one year	4,865	192
Within two to five years	-	-
	<u>4,865</u>	<u>192</u>

15. RELATED PARTY TRANSACTIONS

There are no other related party transactions to report.

WOMEN IN PRISON LIMITED

England & Wales - Charity number 1118727

Accounts

Company Number 05581944

Charity Number 1118727

Report of the Trustees
and
Financial Statements
for the year ended 31 March 2023
for
Women in Prison Ltd
(a company limited by guarantee)



Women in Prison Ltd

**Trustees' Report and Financial Statements
for the year ended 31 March 2023**

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Women in Prison Ltd
(a company limited by guarantee)

General Information
for the year ended 31 March 2023

Registered Charity Number:	1118727
Registered Company Number:	05581944
Country of Incorporation:	England and Wales
Trustees/Directors:	Juli Browne (Vice chair from November 2021. Co-Chair February 2022) Harriet Johnson (Co-Chair from November 2021) (resigned 28 November 2023) Jessica Donnellan (Vice Chair from 15 February 2023) Grace Stevens (Treasurer) Minda Burgos-Lukes Vicky Pryce Raushia Coles (resigned 15 February 2023) Fiona Marsh (resigned 1 October 2023) Lynda Chin-Keow (resigned 17 October 2023) Nola Sterling (resigned 4 October 2023) Hazel Renouf (appointed May 2022) Sonya Burke (appointed 6 November 2023)
Key Management Personnel:	Kate Paradine (Chief Executive until July 2022) Sonya Ruparel (Chief Executive from July 2022) Sarah Totterdell (Deputy CEO until December 2022) Nicola Drinkwater (Director of External Affairs and Campaigns from December 2022) Selina Uddin (Head of Finance and Systems)
Principal Office and Registered Address:	The Beth Centre Hudson House 1 Stockwell Green Stockwell, London, SW9 9JF
Website:	womeninprison.org.uk
Bankers:	Co-operative Bank Plc, CAF Bank
Auditors:	Myrus Smith, Chartered Accountants Norman House 8 Burnell Road Sutton, Surrey, SM1 4BW

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

Report on the activities of Women in Prison Ltd – the charity supporting and campaigning for women affected by the criminal justice system.

Our founders

“Taking the most hurt people out of society and punishing them in order to teach them how to live within society is, at best, futile. Whatever else a prisoner knows, she knows everything there is to know about punishment because that is exactly what she has grown up with. Whether it is childhood sexual abuse, indifference, neglect; punishment is most familiar to her.”



Chris Tchaikovsky

Women in Prison (WIP) was established in 1983 by Chris Tchaikovsky and renowned criminologist Pat Carlen. WIP was born out of Professor Carlen's academic research on the circumstances leading to imprisonment, its impact on women and the anger that Chris experienced witnessing conditions for women in HMP Holloway when she was imprisoned. Women in Prison was founded on the belief that, whilst the prison and criminal justice system harms women and families, it also harms men, victims, and communities. Today we continue to campaign to end the harm of prison and demonstrate that there is another way, by modelling our services on a system that works.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2023

Section 1: Messages from Co-Chairs and CEO: A year of resilience and progress

Section 2: Our Key Achievements

Section 3: The Difference We Are Making

Section 4: Our Future Plans

Section 5: Finance and Governance

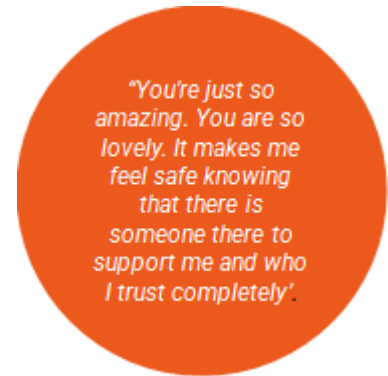
Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2023**

Women in Prison Annual Report | April 2022-March 2023

Annual Trustee Report Overview: A Year of Resilience and Progress Message from our Co-Chairs, Juli Browne and Harriet Johnson

This past year we have witnessed a series of transformative moments, both within Women in Prison and in the broader criminal justice landscape. As Co-Chairs of Trustees, we are honoured to reflect on the remarkable journey Women in Prison (WIP) has embarked upon, driven by the unyielding resilience of the women we work alongside and the dedication of our staff. Throughout the year, our collective resolve shone through the challenges posed by the recovery efforts of the pandemic. We not only sustained our vital services, but also spearheaded campaigns to advocate for women at the sharp end of structural inequality, both in prisons and communities.



For women in contact with the criminal justice system, the escalating cost of living crisis has deepened their hardship. Shocking statistics demonstrated the increasing levels of self-harm in women's prisons. The escalation of the needs of the women we worked with was compounded by a continuation of the "tough on crime" narrative, which doesn't take into account the root causes of women's offending. These realities demonstrate the critical importance of our work and reaffirm our commitment to making a positive impact in the lives of the women we serve.

Strategic Direction and Focus

Sonya Ruparel joined us as Chief Executive in July 2022 and under her leadership we have focused on putting the foundations in place to ensure we are a sustainable and resilient organisation for the future. This has included a restructure of the leadership team and a review of our values, which will underpin our strategic priorities as we move into the next financial year. We have made remarkable strides toward financial stability.

When Sonya started, 98% of our funding was restricted and our contracts did not cover our core costs of delivery. To bridge this gap, we had already decided to spend some of our reserves to be able to deliver against these contracts.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

We invested in our fundraising to diversify our income base and were thrilled to receive increased unrestricted funding in the same year to enable us to build the core of our organisation and start to design our work for the future.

We are so grateful to **Esmée Fairbairn Foundation, Jabbs Foundation, Oak Foundation, Barrow Cadbury, Henry Smith, The Goldsmiths Company, Aldo Trust, Bromley Trust, City Bridge Foundation, Lady Edwina Grosvenor** among others for your support in this year of challenge and change.

We are also extremely grateful to our wonderful lawyers, **Sidley Austin**, who have provided pro bono legal support to us, saving us thousands of pounds.

We are also proud to announce that Women in Prison has been shortlisted for a prestigious **charity governance award in the Board Equity, Diversity and Inclusion Category**. This recognition reflects our commitment to best practices and ethical governance.

Looking Ahead: 40th Anniversary

As we enter our 40th anniversary year, we remain resolute in our mission to place our vision and the voices of women affected by the criminal justice system at the heart of efforts to end the harm of prison and build community solutions. Only through this approach can we create a social justice system that restores relationships, addresses the root causes of offending, and strengthens communities.

The past year has been marked by significant changes and achievements. We are deeply grateful for the generosity of our funders and supporters, who have displayed unwavering faith in our mission. Women in Prison continues to be a beacon of hope and change, working tirelessly to transform the lives of women affected by the criminal justice system, and to advocate for a more just and compassionate society. We look forward to the challenges and opportunities the next year will bring.

Message from our Chief Executive, Sonya Ruparel

This past year, like those before it, has been devastating for so many women and their families affected by the criminal justice system. We know many women continue to be sent to prison to serve short sentences for minor, non-violent offences, but any sentence can feel like a life sentence for a woman whose home, family, and job prospects are all deeply affected by her criminalisation.

Prisons are failing in their most basic responsibility- to keep women safe. Deeply concerning statistics released by the Ministry of Justice show the self-harm rate for women in prison continues to rise. This is now at an all-time high and is 11 times higher than in the male estate.

Our extraordinary staff team worked directly with **1,370** women, both in prisons and in the community, over the period (compared to 1,143 women in the previous year). We work with women experiencing many different challenges related to mental wellbeing, homelessness, and domestic violence and abuse.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

We have continued our focus on directly supporting women and working to influence change within a system that causes so much harm.

Our Impact

In 2022 we were still recovering from the effects of the Covid-19 Pandemic on our services, and through the year we reopened all our face-to-face services in the community.

We are seeing the demand for our services increasing, with 1,011 new referrals across all our projects compared to 935 in the previous year.

Through our women's centres and community hubs we:

- Ran **227** drop-in sessions, promoting social inclusion for women.
- **172** workshops based on women's needs including health and wellbeing, mindfulness, and self-care.
- Made **628** referrals/signposts to other specialist services for issues such as mental health services and parenting/children's services.

We have continued our well-respected influencing work and held a Parliamentary Drop-in event alongside the fantastic Women4Change group, who have benefitted from our work in the past. We were also pleased to have been handed the All-Party Parliamentary Group (APPG) for Women in the Penal System from the Howard League for Penal Reform (which at our AGM in 2023 we renamed the APPG for Women in the Justice System). We look forward to being able to leverage the opportunity this affords us for real change for women.

We are proud of the impact we have with women and the changes they make in their lives as a result of our support, more about which you can read in this report.

Still I Rise

We were so delighted to continue producing our magazine, **Still I Rise**, as we gradually shifted the production to be led by women in the criminal justice system. The magazine reaches all women in prison and is shared in our community centres. It offers stories of hope, lived experience, and insights from different organisations working to support women in the criminal justice system.

Your support

We cannot achieve impact or the change we want to see without the support of our brilliant donors and partners. Whether you give funding, partner with us to achieve greater impact with the women for whom we exist, or join our external campaigning – we could not succeed without you.

As we enter a new period in our 40th year with a new vision, purpose and values, we are looking ahead to defining how our new direction will be practical, purposeful, and impactful.

We need you to come with us on our journey as we continue to challenge the systems that oppress women.

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2. Preparing for the future

During the financial year 2022-23 we focused on putting the foundations in place to ensure that Women in Prison can be a resilient and sustainable organisation.

Strengthening our structure

Between late 2022 and early 2023, we implemented a restructure of the leadership team; introducing three new roles to lead the organisation alongside Sonya as CEO. These posts are the Director of Programmes and Partnerships (Rachel Ozanne), Director of External Affairs and Campaigns (Nicola Drinkwater) and a Director of Finance and Resources which is yet to be filled. Together, the leadership team will continue to develop a feminist leadership approach to collectively drive the organisation in a direction that roots us in our history whilst enabling us to respond to the current external environment.

Adapting our funding model

To date, Women in Prison has been very successful at raising restricted income through contracts and commissions. However, this approach does not provide cover for all our core costs and is therefore unsustainable in the long term.

With this in mind, one of our strategic priorities has been a focus on fundraising and diversifying our income to ensure we are not just sustainable going forward but are also able to take a flexible approach to our service delivery and influencing work. This will enable us to be more responsive to the women we are working with.

3. Our purpose

For nearly 40 years we have campaigned for a humane, just, and proportionate response to crime committed by women, highlighting the root causes of what draws women into contact with the criminal justice system in the first place, and the trauma that they experience before, during, and after prison (see Table 1).

It is now 17 years since the landmark review of *"Vulnerable women in the criminal justice system"* carried out by Baroness Jean Corston, which argued for "a distinct radically different, visibly-led, strategic, proportionate, holistic, woman-centred, integrated approach". Recent years have seen some progress, but the pace of change has been slow, with women still being criminalised for experiences relating to poor mental health, poverty, and domestic violence and abuse.

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Over recent years we have seen the following:

- **June 2018, the Female Offender Strategy.** This includes a commitment to a change of approach, including a focus on early intervention, community-based solutions and better custody for those women who do have to be in prison.
- **September 2018, the Victims Strategy.** A cross-government strategy committing to “use trauma-informed approaches to support female offenders who are also victims”.
- **June 2019, the Farmer Review.** Commissioned by the government to “look at women in the criminal justice system through the lens of family and other relational ties”, the review concludes its recommendations will need “investment, from both national and local budgets, in women’s centres, domestic abuse and other community services and inside prisons...”
- **May 2022, the Victims Funding Strategy.** Replaced the 2018 Victims Strategy and included recognition of the barriers to accessing support, and the need for “effective and consistent commissioning of services”.



“Thank you for absolutely everything, I've made so much progress and wouldn't be where I am now, so thank you”.

Despite these positive developments, the Ministry of Justice (MoJ) predicts that the number of women in prison will increase to 4,500 by September 2026 as a consequence of the Government’s commitment to employ 23,400 more police officers. In January 2021 the MoJ announced plans to build 500 new prison places for women in existing prisons at an estimated cost of £150m.

Many women have multiple, acute, and unmet needs and the austerity policies of the past 13 years have eroded services, including those offering support for women fleeing domestic abuse, experiencing mental health and substance misuse problems, and poverty.

Combined, these shifts are likely to see demand for our services continue and makes our advocacy for investment in community services, including Women’s Centres to provide safe, non-judgemental spaces for women, more pressing.

The figures in the table below show that women continue to be let down by the systems supposed to protect them and are criminalised for minor, low-level offences. Most women in prison have not committed a violent crime and have sentences of under 12 months, yet this can lead to them losing their job, home and children, and becoming stuck in a cycle with the criminal justice system.

Women from marginalised groups are overrepresented in prison including black and minority ethnic women, gay or bisexual women, care leavers, women affected by child abuse, and women affected by poor mental health including depression and anxiety.

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Table 1: Snapshot on women in prison¹
How many women are there in prison?
<ul style="list-style-type: none"> On the 31st March 2023, in England and Wales there were 3,315 of women in prison.² Women make up 4% of the prison population.
Who are they?
<ul style="list-style-type: none"> Black, Asian and minority ethnic women made up around 16% of the population in England and Wales in 2017 but 18% of the women's prison population.² Nearly one in 10 (9%) are foreign nationals, some of whom were coerced or trafficked. 31% report as gay or bisexual, compared to 3% (men and women) of the general population.
Experiences before prison
<ul style="list-style-type: none"> 31% of women in prison had been taken into care as a child, compared to 2% of the general population. Over half suffered abuse as a child (compared to 20% in the general population). Nearly a third (32%) had been permanently excluded from school (compared to around 1% in the general population). 46% had attempted suicide, around a half (49%) were suffering from depression and anxiety.
What kinds of offences have they committed?
<ul style="list-style-type: none"> Over two thirds (68%) have committed a non-violent offence. Two thirds (66%) report committing offences to get money to buy drugs and nearly half report having committed offences to support someone else's drug use.
What sentences do they receive?
<ul style="list-style-type: none"> In 2021 half of the custodial sentences given to women were for fewer than 12 months, compared to a third in 1993. Women account for 3% of the indeterminate sentence population and in 2021 there were 11 women serving sentences over 10 years.³
What happens in prisons?
<ul style="list-style-type: none"> Four women died in prison in the year to September 2022. Incidents of self-harm have doubled over the past decade and there were 12,255 incidents in the year to June 2022. It is estimated that around 17,500 children were separated from their mother by imprisonment. 50 babies were born to women held in prison in the year to March 2022.
What happens on release?
<ul style="list-style-type: none"> 58% of women are reconvicted within one year of leaving prison (73% of those serving sentences under 12 months). Only 4% of women were in paid employment six weeks after release. 53% left prison without settled accommodation in 2021.

¹ ['Bromley Briefings Prison Factfile'](#), Prison Reform Trust, Jan 2023 – All figures are from this brief unless otherwise stated.

² ['Tackling Double Disadvantage Action Plan: 'One year on' Progress Report'](#), Agenda Alliance, 2023

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4. Our impact

Our programmes provide independent, holistic, gender-specialist support to women, facing multiple disadvantage³ who are impacted by (or at risk of being impacted by) the criminal justice system. We work in the community, in prisons, and 'through the gate' to support women leaving prison as they return to their communities. We run Women's Centres and 'hubs'⁴ in Manchester and London, and work in partnership with the Women's Support Centre in Surrey. Our combined services provide women with support and advocacy relating to domestic and sexual abuse, mental health, harmful substance misuse, debt, education, training, employment, and parenting.

During the financial year 2022/23, all WIP programmes combined worked with a total of 1,370 women, both in prisons and in the community. For comparison, the figure for the financial year 2021/22 was 1,143. We had a total of 1,011 new referrals across all areas of work, compared to 935 for the previous financial year.

We work in partnership with a range of local and national organisations to ensure women have access to the holistic support they need. We made a total of **628 onwards referrals or signposting for a total of 336 women**. Types of onwards referrals included to specialist services focusing on education training and employment, counselling, mental health, finance/debt, housing and homelessness and domestic and sexual violence.

'I'm sad to be ending our one to ones your support throughout my time with you has been priceless, there were many times I wanted to give up and some days I just didn't want to be here, but you and your team was always there to help me through.'

We know that women in contact with the criminal justice system face many different challenges compared to the general population. Our internal data shows that women had an average of 7 overlapping needs at the point of referral, demonstrating multiple challenges and risks they face which can lead to them being swept up in the criminal justice system. These overlapping needs include accommodation, substance use, finance, relationships/support networks, domestic and/or sexual abuse, physical and mental health, sex work, immigration and education, training and employment.

³ [Multiple disadvantage refers to women with multiple intersecting needs and/or facing multiple risks.](#)

⁴ Hubs provide one-to-one practical and emotional support, group workshops, Peer Mentoring and drop-in advice sessions

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Our data shows:

Reported current and/or previous mental health concerns	85%
Current and/or previous domestic abuse	65%
Being in debt	42%
Not in suitable accommodation	30%
In employment	13%

In response to these presenting needs, over the year we ran

- **227 drop-in/probation hub sessions**, promoting social inclusion for women.
- **172 workshop sessions**. Session topics included: arts & crafts; health & wellbeing; emotional wellbeing; self-care and mindfulness.
- **5,985 support and advice sessions for a total of 713 women**. The most common support session topics included: finance, housing and accommodation, mental health, family, parenting, relationships, physical health, education, training and employment, substance misuse, and domestic and sexual violence.

For women exiting our services during the last financial year, in 81% of cases closed, **objectives were either partially or fully achieved** (excluding women who never engaged at all).

Impact of our services

We use the 'Justice Star' as our main impact measurement tool, to measure the impact of WIP's work in supporting women through our suite of programmes. This is a version of the 'Outcomes Star' developed specifically for people in contact with the criminal justice system, which looks at rankings across 10 outcomes such as accommodation access, mental health, self-care and relationships. The Justice Star is a validated tool and one of the best methods of demonstrating "distance travelled", or a woman's progress against the 10 different outcome categories. It is a participatory tool which aims to empower service users to reflect on their engagement with services and self-report on their progress against the 10 'Justice Star' outcomes.

The Justice Star guidance and training states that service users are not reasonably expected to move more than one or two steps between scores at each assessment (which tends to be quarterly and/or at case closure). Due to the complexity of the multiple barriers facing women we support, it is not expected for service user journeys to be linear or follow a steady progression across each outcome area, despite positive support interventions.

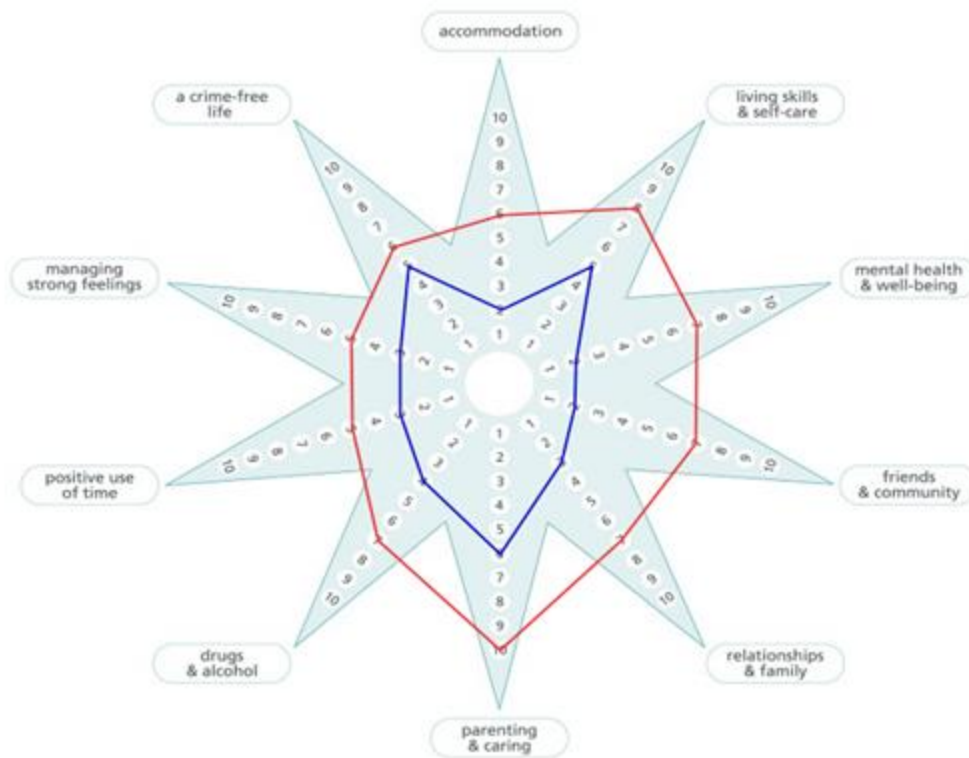
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Women who accessed our services during the year reported, on average, improvement across all ten outcomes areas measured using the Justice Star.

Justice Star: case study

The below star shows the experience of a woman we worked with in one of our community hubs in London over a seven-month period. The woman saw an increase across all support need areas throughout her work with us.



The voices of the women we are working with

Our feedback forms gather views from the women we are working with about their experiences; enabling us to learn what works and where we can improve our services and reach. Of all the women who filled out a feedback form, either after receiving 1:1 support or after attending a workshop, during the last financial year:

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- 95% of women reported being either very happy or happy with their experience of the service.
- 91% of women reported feeling more able to deal with issues as a result of the support they have received.
- 97% of women reported coming away from the workshop feeling more informed.
- 91% of women reported coming away feeling more confident.

- 95% of women reported experiencing positive changes since accessing the service.

- 100% of women felt listened to and felt they could trust their advocate

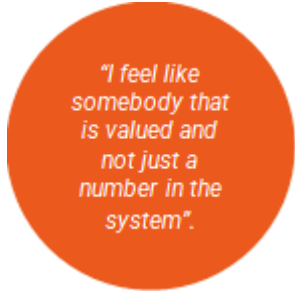
Women also said:

"I can't thank the service enough and I want to personally thank my support worker especially- you have helped me so much."

"I wouldn't have been able to accomplish so much in the last year without you."

"It has been so good to have someone separate from friends and family who I can talk to about things. I have been too ashamed to tell anyone in my family about my offence, so knowing that I have you who knows and gets it has been so helpful."

"Knowing you were always on the other side of the phone was so reassuring - I never felt judged."



"I feel like somebody that is valued and not just a number in the system".

External evaluation- Healthy Foundations

"I feel like I'm a step closer to getting my health back, I didn't know those support systems and organisations were even there [...] there were loads of organisations, but I didn't know about them or what to expect or how to access them. Having someone to listen to me, take the time to really understand what was going on and then understand the gaps and what might plug them, that was massive."

Service user, Healthy Foundations

Healthy Foundations was a three-year project funded by the National Lottery Community Fund and delivered by Women in Prison from 2019 to 20223. The project aimed to improve health outcomes for women in prison and those affected by the criminal justice system by providing advocacy, support, advice, workshops, information, and health promotion. The programme worked alongside women to offer trauma-informed advocacy and support.

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The independent evaluation for the project was carried out by AVA to assess its overall performance, identify its impact, adopt an action learning approach, and provide recommendations. The evaluation found that:

- Service users were overwhelmingly positive about the support and advocacy they received. It improved their knowledge of the health system, boosted their confidence to manage their health independently, and empowered them to take control of their health in the short and long term.
- Service users valued being listened to, understood, and valued as individuals. This was often a new experience for them.
- Staff highlighted the safe, non-judgmental, and collaborative approach, building relationships with service users and offering flexibility were seen as key strengths. This was particularly significant for women who had experienced abuse or been ignored and dismissed in the past.
- Women reported that engaging with the project had improved their access to health services.
- The project also had a positive impact on Women in Prison services, bringing health expertise that enhanced the organisation's capacity to meet the diverse needs of its clients.

We will keep implementing the learning from this programme of work in our Bridges to Health programme (see below), and across our programme delivery more broadly.

5. Our service delivery highlights of 2022/2023

The Bluebird Service, London

Bluebird is the name of the NHS and HMPPS co-commissioned 'Enhanced Engagement & Relational Support Service (EERSS)' for women meeting the criteria of the Offender Personality Disorder (OPD) Pathway in London. Bluebird is one component of the OPD Pathway. Bluebird provides 'through the gate' support and intensive 1-1 support in the community whilst the women are on license for up to 18 months.

The women in the OPD Pathway often have experienced trauma, and can have had negative experiences of services, so this intensive support can help build more positive interactions and engagement with services. The programme aims to promote social inclusion through proactive engagement with women, supporting them to access services and work alongside them in a strengths-based way to achieve their goals.

We were pleased to receive funding from City Bridge Foundation which enabled us to use the learning from the project to influence practice and service design as well as government policy, including through our membership of the Ministry of Justice's Expert Group.

This year, our partnership with the Offender Personality Disorder Women's Hub running out of HerStory House - a specialist high support female residential service for women with multiple disadvantage - continues to strengthen, with innovations like film-making workshops. Regular reflective practice between HerStory and Bluebird staff has improved communication between

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teams and supports stronger partnership working to ensure the best possible outcomes for the women we work with.

Bluebird saw the highest number of referrals into the service in any quarter in early 2023, as well as the highest number of women achieving their goals at the end of their support in any one quarter. This demonstrates the effectiveness of and ongoing demand for the service.

We participated in an external evaluation of the project by the East London NHS Foundation Trust including supporting women to give their views in consultations. Initial feedback to the evaluation, which is not yet complete, has been that all participants were overwhelmingly positive about their experiences of the service. Quantitative data suggests that the service is achieving the desired outcomes of supporting women to build better relationships and improve women's wellbeing.

Following some uncertainty, we successfully secured an extension to the Bluebird contract which now runs until 31st March 2024. The service will continue to be co-commissioned by the NHS and HMPPS as part of the Offender Personality Disorder Pathway, and future funding has been confirmed with tendering due to take place in the autumn of 2023.

Healthy Foundations

Funded by the National Lottery Community Fund, Healthy Foundations is a three-year project open to women affected by the criminal justice system focused on their physical health. It provides health-related 'through the gate' and community support to women in, or returning to, London. Advocates provide information and advocacy about healthcare and wellbeing, supporting women to access healthcare services in the community. The project also runs workshops across London and provides information on topics relating to health and wellbeing.

The programme:

- Provides a link between prison and the community.
- Helps women set up and attend health-related appointments and access health-related services.
- Acts as a bridge between women and health-related services through an advocacy approach.
- Provides information and workshops.
- Offers 'through the gate' support to women with health support needs on the day of their release from prison.
- Helps women approach healthcare and wellbeing in a holistic way and understand the link between mental health and physical health, nutrition, substance misuse, stress, anxiety and other related factors.

Building on the success of this programme, the Bridges to Health project mobilised in April 2023 and is funded for 7 years by Central & North West London NHS Foundation Trust (CNWL). The contract is designed to support sentenced women in HMPs Bronzefield, Downview and Send with mental and/or physical health needs. We begin working with women 3 months prior to release and 3 months post release in the community to support them access and engage with

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community services. Women's physical and mental health needs can often go unmet, particularly when in contact with the CJS.

This specialist programme will work with women to identify those needs and support them to access services they need, in prison and supporting them to access the right support in the community.

South London Women's Hub Programme and Beth Centre (SLWH)

Following a successful tendering process, in December 2022, we mobilised a new co-commissioned contract by MOJ, MOPAC, NHS and Lambeth Local Authority to deliver Probation 'Community Rehabilitation Services' (CRS) contract for women on probation and women in contact with the Criminal Justice System across ten South London boroughs: Lambeth, Wandsworth, Merton, Sutton, Bromley, Croydon, Lewisham, Southwark, Bexley, Greenwich, and a prison advocacy team based in HMP Bronzefield.

We are the lead provider, with a partnership model that includes Pecan, Together, Working Chance, Hibiscus, Cleanbreak, and Spark Inside.

Support provided:

- Women in custody: support for women who are both sentenced and unsentenced, and includes specialist workers on housing, health, and substance misuse. Team embedded in Bronzefield, and the accommodation advocates also visit Downview, Send, and Peterborough as required.
- Women in the community: who are on probation orders / under license, who are bailed / acquitted, and who are referred through other services or self-refer.
- Out of Court disposals: currently based in custody suites in Brixton and Walworth police station, the out of court disposal scheme is targeting adult women who are suitable for an out of court disposal, following either arrest or voluntary attendance at a police station.
- Peer mentor programme in partnership with Morley College.

Surrey Community Rehabilitation Service

The Surrey Commissioned Rehabilitative Services (CRS) contract mobilised in June 2021 and is a 5-year project funded by HMPPS. The service is designed to work with women either leaving custody or having received a Community Order by the Court and referrals.

The Surrey programme offers individualised 1-1 advocacy support to women in Surrey who are impacted by the criminal justice system. We work closely and collaboratively with local partners, including the Woking Women's Support Centre where our team are based. The Surrey team has also received much positive feedback from service users as well as from probation, with a consistent theme of the trauma-informed and empowering approach of our Advocates.

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We have developed multiple referral pathways with partner agencies and Surrey Probation are reporting a greater level of engagement with the women with whom we are working with under the CRS contract. Women have told us they feel listened to without judgement, able to explore what's happening for them and access support that addresses their needs.

We were invited to join the Female Strategy Group in Surrey, which is responsible for oversight and implementation of local delivery of the Ministry of Justice Women's Strategy (June 2018) and brings together criminal justice agencies and key stakeholders to provide expert advice and challenge.

WomenMATTERA

The current contract is with Greater Manchester Combined Authority (GMCA) to deliver the Greater Manchester Integrated Rehabilitation Services in Manchester and Trafford. We are a member of the Greater Manchester Women's Services Alliance which is formed of 7 women's organisations. The Alliance are the contract holder, and sub-contract to the 7 organisations who are based across the Greater Manchester area. The contract runs until March 2025.

We are based in our Women's Centre in Hulme, and also run 3 'satellite' hubs across the areas. WomenMATTERA's support includes:

- Trauma informed, in depth 1-2-1 support.
- A rolling group work programme of structured and therapeutic workshops.
- A creative community space offering drama and art workshops, day trips and a gardening project
- Provision of four 'Women's Hubs' where all women on probation in Manchester and Trafford are required to 'report' to see their probation officer in a safe space.
- Access to a free clothing, toiletries, and emergency food bank.
- Access to counselling services to those engaging with support.

We were grateful to Henry Smith Foundation, whose funding enabled us to fund a project worker to support our core service delivery.

During 2022-23, we have made improvements to our hub locations, moving the location of the Wythenshawe hub to make it more accessible to the women we are working with, which received positive feedback from service users, and creating new 1-1 rooms in our central hub.

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6. Influencing highlights of 2022/2023

Women in Prison work to amplify the voices of women affected by the criminal justice system, to challenge and change oppressive systems that harm women, their families and communities. We advocate for preventative models and services that divert women away from being swept up in the criminal justice system. Our influencing work spans campaigning, public affairs, policy work and advocacy.

The *Value of Women's Centres* report

In September 2022, we published our *Value of Women's Centres* report, showcasing an independent cost-benefit analysis of women's centres. The analysis by Alma Economics found that a hypothetical women's centre receiving £1m investment in a given year can support over 650 women and generate £2.75m in socio-economic benefits, including savings for public services and significant gains in welfare for women and their children. Among the agencies and departments that benefit, nearly half (47%) of the public sector savings is returned to the local authority, 17% to the MoJ and 15% to the NHS.

The report was widely shared on X (then Twitter) – gaining 51,353 impressions, 103 likes, 71 retweets and 19 quote tweets – and was very well received by partners, funders and stakeholders. We will continue to use this report to advocate for investment in women's centres and services for women in their communities more broadly.



"Helped with mental health, approachable and go above and beyond".

Parliamentary drop-in and Women4Change

On 16 November 2022 we held our Parliamentary drop-in event about the need for sustainable funding for women's centres, attended by 12 Parliamentarians and their teams. We set up the Women4Change group- a group of women who have lived experience of engaging with women's centres. We held a series of workshops with the Women4Change group and frontline staff in the run up to the drop-in event.

The attendees included eight MPs (from Labour, Conservative and Plaid Cymru), staff from three MPs' offices and one Conservative Peer. Discussions were led by the Women4Change group (who have benefited from women's centres) and our frontline staff.

Following the event seven parliamentary questions were laid, three MPs put in for a Westminster Hall Debate on the value of Women's Centres and eight MPs committed to visiting a Women's Centre.

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Extract from our magazine, *Still I Rise- Women4Change Speaking truth to power.*

Words by Louise, Women4Change, and Sarah, Women in Prison

Louise from Women4Change tells us how community-based services and support like women's centres are crucial to helping women break vicious cycles.

"I was petrified of coming out of prison. Every day I wanted to come home, but when it finally happened, I didn't know what to do. I was very dubious of everyone. I didn't trust anyone. But I was not alone. The women's centre Advocate was there standing at the gates to take my hand and support me to achieve my goals. She was there for every step, the ups and downs with housing, probation, and social service. I felt human again. This one-to-one support meant so much to me and my family. It just made me think why are there not more things like this to support women like you? Where would I be if I'd had this support before I went to prison? She helped me to break the vicious cycle I was in. But not just that, I achieved goals that I didn't even think were possible".

Women's centres are a one-stop shop that provide women in the community with services and support on a range of issues, including housing, benefits and debt, mental and physical health, drug and alcohol support, domestic abuse and other forms of gender-based violence. Independent advocates at women's centres help women overcome barriers to accessing and finding their way around services, and ensure a woman's voice is prioritised in decisions around their treatment and support. Enabling women to move forward and heal from harmful cycles of trauma, disadvantage and abuse is at the heart of this work.

A new report by Women in Prison shows that in the long-term, women's centres save public money by significantly improving health and social outcomes for women. There are around 40 women's centres across England and Wales. Today, these centres are facing an unprecedented challenge from insecure funding and an increase in demand due to the impact of COVID-19 and the spiralling cost of living.

Women4Change are a group of women who have received support from women's centres. Together with Women in Prison, we are campaigning for change. We are calling on the government to stand by its 2018 Female Offender Strategy commitment to reduce the number of women in prison and provide sustainable funding for women's centres. Next month [November 2023] we will be going to Parliament to share the evidence from our report findings with MPs and Peers, to tell them about our experiences, and to ask for their support.

We know what works. We do not need more prison places that worsen the circumstances that lead to women coming into contact with the criminal justice system in the first place. What we need is a focus on early intervention and investment in services like women's centres that enable women to address their needs and not just survive but thrive. We can collectively work to end the harm of the criminal justice system to women, their families, and communities by ensuring there are effective community-based services across the country. The time to act is now.

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Speaking truth to power

Women in Prison has continued to use its campaigning, convening and advocacy skills to ensure that the issues facing the women we work with are heard and understood by those with power to make decisions on policy and practice. We have continued our #StopThe500 to try and end plans to build 500 women's prison places as this directly contradicts the commitments made in the 2018 Female Offender Strategy to focus on community alternatives to prison for women. Throughout the year we secured media coverage relating to this issue and disseminated our messages through social media.

This has included coverage in The Telegraph, the [Huffington Post](#), BBC News and ITV. For example, our campaign to change sentencing for pregnant women was [covered in a comment piece for the Observer](#) and our work on the case for women's centres received widespread coverage, and our response to the National Audit Office's report into its inquiry on improving outcomes for women in the criminal justice system, was covered by [BBC Women's Hour](#) and [The Independent](#).

Highlights of our campaigns, parliamentary and public affairs activity

- Submitting written evidence to the [Public Accounts Committee inquiry on improving outcomes for women in the criminal justice system](#), highlighting how the government had fallen short of meeting the objectives and aspirations as set out in its Women's Strategy. This resulted in us being invited to give oral evidence to the Committee, with them accepting some of our key recommendations including the need for the Ministry of Justice to publish what it aims to deliver under the strategy and progress to date.
- Responding to the Prison Strategy White Paper consultation, stressing its failure to propose meaningful measures to reduce the women's prison population and recommending that research on primary carers and outcomes for children whose parents have been criminalised, should be widened in scope. The responses to consultation outlined the Ministry of Justice's commitment to looking at ways to reduce the women's prison population.
- Submitting evidence to the Public Accounts Committee about its work and the Double Disadvantage Ten Point Action Plan on addressing the disproportionality of Black, minoritised and migrant women in the criminal justice system.
- Feeding into the consultation by HM Inspectorate of Prisons on the proposed change to their expectations of the women's estate.
- Feeding into the Covid-19 Inquiry's draft Terms of Reference (ToR) making the case for the voices of people who have been at the sharp end of the pandemic, such as women in prison, to be at the centre of the Inquiry. This contributed to the ToR being amended to include a focus on those who were 'significantly harmed' by the pandemic (which is likely to include

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people in prison) and amending the wording regarding protected characteristics to make it an overarching aim of the Inquiry, and to broaden its focus beyond specifically protected characteristics

- Inputting into the Justice Committee’s inquiry on remand in prison. This was informed by consultation with our frontline staff and outlined the need for the government to commit to the women’s strategy, reduce the number of women in prison, introduce reform to the Bail Act 1976 to strengthen the right to bail, and end remand for people’s “own protection.”

The recommendations included a call for the “Government to go further, removing the provision in the Bail Act 1976 for remanding people into custody for their own protection in all situations, and providing adequate provision in the community for those people who would have been remanded to custody solely for their own protection.”

- The Secretariat role for the All-Party Parliamentary Group (APPG) for Women in the Penal System has been handed to WIP from the Howard League for Penal Reform.

7. Working collectively

Our partnership working is essential as we know we cannot achieve change alone.

National Women’s Justice Coalition

Working with Together Women, Brighton Women’s Centre, Anawim, and others, we were involved in developing the National Women’s Justice Coalition, supported by the Lloyds Bank Foundation. Three priority work streams have been agreed with the aim of achieving short and long-term outcomes. These work streams are focused on:

- developing shared messaging in response to the Female Offender Strategy and other policy issues developing and implementing anti-racism practice and action plans,
- determining routes, structures and funded mechanisms to support engagement work,
- and equitable power sharing with women with lived experience of the criminal justice system.

In October 2022 we took the decision to step back from formal membership of the coalition to free up our resources to enable us to focus on commemorating our 40th Anniversary.

The Double Disadvantage Action Plan

We continue to work in partnership with Hibiscus, Zahid Mubarak Trust, Muslim Women in Prison, Criminal Justice Alliance, and Agenda Alliance on the 10-point action plan to tackle the ‘double disadvantage’ of gender inequality and racism that women from Black, Asian, minoritised and migrant women encounter in the criminal justice system. The partnership secured funding from Lloyds Bank Foundation to hold a ‘one year on’ event and to push for a Westminster Hall Debate.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023


Creating Community Connections (CCC)

Women in Prison, with Brighton Women's Centre, Anawim, Together Women, and Nelson Trust, successfully secured funding from the Tampon Tax Fund to launch a new Creating Community Connections Project, which aimed to strengthen partnerships between a national network of women's centres, prisons, and women in prison to support women through custody to community. This included providing trauma-responsive support to reduce reoffending and harm, increase women's sense of safety and help them rebuild their lives.

The project included a national network of 10 Women's Centre link workers and Champions in prisons working with women and staff to distribute good practice and access to specialist support in women's centres across the country. Workers were established at HMPs Drake Hall, New Hall, Styal, and Foston Hall, Downview and Send. Group work delivered included Beyond Anger, Pattern Changing, Confidence Building, and Anger Management.

Whilst the funding came to an end in March 2023, we were able to secure follow on funding from HMPPS. Through their involvement with the CCC Steering Group, HMPPS identified the CCC model as one that could be scaled up and replicated across women's prisons with a slight shift in focus. Although the model remains the same, additional focus is now given to issues around domestic abuse.

The funding from HMPPS will allow the project to continue and to make up for ground lost in the first 18 months of the project when access to prisons was either non-existent or highly problematic (due to Covid) and to create a legacy (in the Women's Champions) who can continue to support women beyond project end. The funding allows delivery across 7 prisons, as a pilot to be evaluated across two years.



"I wish I had the support like this from social services when my children's case was with them".

Women in Prison Ltd**Report of the Trustees
for the year ended 31 March 2023****Extract from our magazine, Still I Rise- "My experience as a Women's Centre Champion"**

MS volunteered as a WIP Women's Centre Champion during her time in prison, which connected her with the St Giles Trust where she now works as a Project Coordinator. tells us all about her rewarding experience as a Women's Centre Champion.

"I became a Champion because I wanted to do something productive and help other women in prison. I wanted to feel I was doing something worthwhile that could make a difference. I also wanted to know more about the support services in prison and the community for myself.

I found out how to apply from posters and leaflets on the wings. Once my application was accepted, I received training that taught me the skills and qualities I needed to be an effective Women's Centre Champion. This included how to support others to set goals; ways of working together; hopes and challenges of the role; and the importance of confidentiality. I also learnt about interpersonal and communication skills, such as diversity and cultural awareness, equal opportunities, developing empathy, making assumptions, attitudes and values, and questioning styles.

I felt like I was doing a worthwhile job, letting other women know about the services available to them in the community, like local women's centres, health facilities, domestic and substance misuse support services, and local housing providers. Through my work as a Champion, I managed to find employment with St Giles Trust as a Project Coordinator when I left prison. Being a Women's Centre Champion gave me the confidence and guidance I needed to do this role; I gained so many skills and picked up a lot of knowledge about services in the community that I was able to share.

For example, I developed the skills and experience to be professional, deal with challenges, delegate tasks, and meet deadlines. Through listening to women's difficulties, I learnt how to help them through their problems. It's helped me to grow on a deeper level, with more empathy and understanding than I had before, even in my personal life.

My advice to women wanting to become a Women's Centre Champion would be to take every opportunity you can to do something worthwhile while you are in prison; develop your skills and get qualifications in the area you want to work in when you get out. It will help pass your days that bit more easily, as you'll hopefully be doing something you enjoy.

Don't waste your time, because that 'Freedom Day' comes around sooner than you might realise. I remember when I still had so many years to serve and couldn't even imagine applying for a job in the 'outside world' – it genuinely felt so far away and impossible, I just didn't believe it would ever happen. And now look where I am – your day will come, so get working towards making it as easy as possible to support yourself when it does!"

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

8. The support from our funders

None of the work outlined here could happen without the support of our funders. We would like to take this opportunity to thank some of them.

Big Gift	City Bridge Trust	CNWL	Henry Smith Charity
Jabbs Foundation	Lloyd Bank Foundation	London Borough of Lambeth	Manchester PCC
MOPAC	Ministry of Justice	National Lottery Community Fund	NHS
Comic Relief	Barrow Cadbury Trust	The Bromley Trust	Esmee Fairbairn
Oak Foundation	Lady Edwina Grosvenor	The Goldsmiths Company	The Aldo Trust

9. A new strategic direction

The work we have done this year has included the development of new strategic priorities in the ways that we deliver our work.

1. We will build our co-production approach and embed it into our programmes, campaigns and influencing work.
2. We will deliberately focus on equity in our work, designing programmes/services that focus on the barriers faced by specific black and minoritised groups and their solutions to those barriers. We will take an intersectional approach to all our work.
3. We will bring our programme/service delivery work and influencing/campaigning work together so that we can deepen our impact, be more evidence based, increase our reach, have greater legitimacy and increase the voices of women affected by the criminal justice system.
4. We will continue to work on creating alternative, trauma-informed, community led models as alternatives as we drive towards a vision of abolishing women's prisons.
5. We will design more programmes that focus on supporting women at risk of entering the criminal justice system.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

10. Our plans for the future

Renewing and embedding our values, vision and purpose

Our strategic priorities will be underpinned by our organisational values, that will lie at the heart of all that we do. This year we have developed a “Values Working Group” involving staff, trustees and women with lived experience, to lead a consultation process to develop our organisational values.

We will look to develop our vision and purpose of Women in Prison in the next financial year to guide and underpin all our work.

Commemorating our 40th Anniversary

As we move into our 40th year, we will develop a programme of work to reflect on our history, learning lessons from the past to generate our plans for the future- asking what needs to change now to end the unnecessary criminalisation of women that we know still takes place.

Developing a new strategy

With a renewed vision, purpose and values we will develop a strategy that is fit for purpose and focused on ending the harm of women caught up in the criminal justice system.

11. Finance and Governance

a) Delivering public benefit

All WIP’s charitable activities are undertaken for public benefit in that they focus mainly on:

- Reaching out to provide supportive services to women affected by the criminal justice system, including those in prison and the community and those at risk of offending.
- Enabling women to develop appropriate and sustainable exit strategies from patterns of offending, thus reducing the cost to the public purse of both offending and criminal justice responses.
- Contributing to local, national and international debate, research and policy development on women affected by the criminal justice system.

WIP’s trustees have consistently complied with the duty to have due regard to the public benefit, as mentioned in the section 17 of the Charities Act guidance published in 2011 by the Commission.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2023

b) Structure, governance and management

The Charity is constituted as an incorporated charitable trust and is governed by a Memorandum and Articles of Association dated 6th November 2008. The provisions of the governing document have been complied with during the year under review.

Overall governance of the charity is the responsibility of the Trustees; however, the day-to-day running of the charity is delegated to the senior management team. Kate Paradine was in post from March until July of the financial year, and then Sonya Ruparel was in post from July 2022. The management team was restructured during the year and comprises a Director of External Affairs and Campaigns; a Director of Programmes and Partnerships and a Director of Finance and Resources (that is not filled). The Head of People and Head of Finance have been part of the leadership team while the post of Director of Finance and Resources has not been filled.

The Board is co-chaired by Juli Browne and Harriet Johnson.

The Board structure comprises 2 sub committees of the board with agreed delegated authorities from the Board. These are a Finance, Audit and Risk Committee chaired by the Treasurer of the Board and a Nominations, Remunerations and Culture Committee chaired by the Vice Chair of the Board.

c) Risks and mitigation

The finance, audit and risk committee reviews the organisation's risks on a quarterly basis that are raised to the board by the leadership. The main risks for the charity continue to be related to funding, with commissioned contracts that do not cover the charity's core costs and a difficult funding environment for the women's sector. The Board will consider a greater investment in fundraising for the future to continue to try to mitigate the funding challenges that the organisation faces.

Risk Identified	Actions taken to mitigate risk
Long-term financial sustainability of the organisation after the next financial year. MoJ projects due to end March 2025	Recruit new fundraising team; invest in fundraising consultancy to identify key opportunities. New Head of Communications to prioritise communications for fundraising and awareness raising of the organisation. Tighter budget control. Design new programmes for funding.
High staff turnover leads to increased workload of other staff, challenges with recruitment and risk of losing institutional knowledge	Head of People developing a comprehensive report on staff turnover for discussion with leadership and board to develop action plans

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

Policies not being reviewed in timely manner due to capacity constraints	Nominations, Remunerations and Culture committee leading on supporting policy review and prioritisation exercise
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d) **Financial review**

Women In Prison's income is funded with a varied range of grants and commissioned contracts with almost 98% classified as restricted income and just 2% representing unrestricted income. This funding has enabled the charity fulfil government commissioned work and generally fund its charitable purposes.

During the reporting period, the charity was in receipt of 18 restricted grants and commissioned contracts with the focus on three mains areas: In Prison, Community projects and Campaigns (including core funding). Our highest commissioned contracts were with Lambeth Council/Mayor's Office for Police and Crime (MOPAC) at £665k and The Ministry of Justice (MOJ) for £629k. Our main grant funder was the Department for Digital, Culture, Media and Sport (DCMS) at £515k.

Total income in 2022/23 was £2.98m (2022: £2.83). We therefore achieved a growth in income of £145k during the year despite the challenges of securing new funding. Total expenditure for the year was £3.23m (2022: £2.83m) an increase of £409k which reflects our investment in staff and services.

We ended the year with a deficit of £254,927. This is expected as a planned drawdown from reserves was to cover the shortfall in core costs. Restricted reserves decreased by £105k and our unrestricted reserves decreased by £149k.

The charity's operating costs were kept to a minimum and the costs incurred during the year were in direct relation to the ongoing running of the charity.

We delivered high-quality services across our programmes and campaigns spending £2.77m (2022: £2.48m) on direct and support costs related to charitable activities. This was based on an average monthly run rate of £230k, which was slightly higher than the previous year due to the expansion of our staff and new contracts.

We still have a healthy reserve balance of £848,452 at the end of the financial period. This includes £613,307 of unrestricted reserves and £235,045 of restricted reserves. Our reserves are sufficient to cover our planned programme activities for the next financial period, as well as any contingencies that may arise.

We have also secured a strong funding pipeline for 2023/24, with a projected income of £3.2m and a projected cost of £2.9m. Our major commissioned contracts for 2023/24 are with the MOJ (£1.5M) and HMPPS (£496k) to deliver our services in prisons and communities.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

We have also secured some long-term funding for 2024/25 and beyond, such as the NHS Bridges to Health grant of £300k per year until 2030. Secured funding for 2024/25 across both restricted and unrestricted funding is currently approximately £1.08m.

Giving the current balance sheet position, (£848k reserves) the Leadership Team confident that we can overcome funding challenges by developing a sustainable business model, investing in fundraising that will focus on income diversity and future growth.

e) **Reserves policy and investment**

The Trustees have established a reserves policy in line with the strategic and corporate plan of the charity to ensure it has adequate reserves to meet its current and future needs and ensuring they comply with the Charities SORP and the Companies Act 2006.

The purpose of this policy is to balance the aims and objectives of being efficient as a not-for-profit organisation with the goal of sustainability. Decisions on the appropriate, sustainable levels of reserves will be informed by a combination of short-term working capital requirements projected levels of operating costs, estimates of contract exit costs and availability of funds for new programme delivery.

The reserves are to be held in cash or cash equivalent securities. Women In Prison's reserves policy stipulates that the cash and reserves position is to be sufficient to cover a minimum of three months of normal expenditure and to enable the charity to develop new initiatives in support of its charitable objectives.

At the year-end, the charity held reserves in total of £848,352 (2022: £1,103,279), of which £235,045 (2022: £340,734) were restricted funds. Unrestricted reserves were £613,307 (2022: £762,545). The Board also considers that, in the event of the charity being unable to continue operations, many of its women's support services could be transferred to local authorities or other service providers as on-going operations, along with any restricted funding associated with those projects.

f) **Fundraising**

Women in Prison is grateful to all of our donors for their ongoing support and commitment to the work that we do. In this period Women in Prison made a small investment in fundraising with a fundraising manager position that was filled for 6 months. There is a plan to launch a significant fundraising campaign in 2024 to increase our voluntary and unrestricted funding so that we are a more sustainable organisation into the future and to reduce our reliance on commissioned contracts. This will require a more significant investment in fundraising in the future.

As a priority we will be seeking sustainable funding for our women's centres and the work we do in Manchester, London and Surrey and for our systems change work that is central to our ambition as an organisation.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2023

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards 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 presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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.

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.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our Trustees' Annual Report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as directors, in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2023**

Approval

This Report was approved by the trustees 20 December 2023 and by order of the trustees, signed on their behalf by:

DocuSigned by:

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Juli Browne, Co-Chair of Trustees 21/12/2023

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Jessica Donnellan, Vice Chair 21/12/2023

Women in Prison Ltd (a company limited by guarantee)

Women in Prison Ltd
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED

Opinion

We have audited the financial statements of Women in Prison Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flow 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 March 2023 and of the charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Report of the Trustees other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Report of the Trustees. Our opinion on the financial statements does

Women in Prison Ltd
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Report of the Trustees' Annual Report (incorporating 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 directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

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' Annual Report (which incorporates 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 or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 the advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages [29 and 30](#) 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.

Women in Prison Ltd
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED

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:

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Women in Prison Ltd
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED

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.

Stephen Jones FCA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditors
Norman House
8 Burnell Road
Sutton
Surrey, SM1 4BW

20 December 2023

DocuSigned by:
Stephen Jones
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21/12/2023

Women in Prison Ltd

**Statement of Financial Activities
(including income and expenditure account)
for the year ended 31 March 2023**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	2023 £	2023 £	2023 £	2022 £
INCOME:					
Donations and legacies	2	26,741	-	26,741	124,026
Charitable activities	3	45,368	2,903,758	2,949,126	2,710,036
Investments	4	307	-	307	-
TOTAL INCOME		72,416	2,903,758	2,976,174	2,834,062
EXPENDITURE:					
Raising funds	5	50,544	-	50,544	-
Charitable activities	6	171,110	3,009,447	3,180,557	2,821,403
		221,654	3,009,447	3,231,101	2,821,403
Net Income/(Expenditure)		(149,238)	(105,689)	(254,927)	12,659
Transfers between Funds		-	-	-	-
NET MOVEMENT IN FUNDS		(149,238)	(105,689)	(254,927)	12,659
RECONCILIATION OF FUNDS					
Total Funds brought forward	12/13	762,545	340,734	1,103,279	1,090,620
Total Funds carried forward	12/13	613,307	235,045	848,352	1,103,279

There were no recognised gains or losses for 2023 or 2022 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 38 to 51 form part of these financial statements.

Women in Prison Ltd
Company number: 05581944


Balance Sheet
as at 31 March 2023

	Notes	2023		2022	
		£	£	£	£
CURRENT ASSETS:					
Debtors	1 0	131,991		28,965	
Cash at bank and in hand		<u>1,074,787</u>		<u>1,358,099</u>	
		1,206,778		1,387,064	
CURRENT LIABILITIES					
Creditors:- Amounts falling due within one year	11	<u>(358,426)</u>		<u>(283,785)</u>	
NET CURRENT ASSETS:			848,352		1,103,279
NET ASSETS	12		848,352		1,103,279
FUNDS:					
Unrestricted funds	13		613,307		762,545
Restricted funds	13		<u>235,045</u>		<u>340,734</u>
TOTAL FUNDS	13		848,352		1,103,279

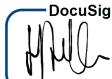
The notes on pages 38 to 51 form part of these financial statements.

The financial statements have been prepared in accordance with the special provisions applicable for small companies' regime under Part 15 of the Companies Act 2006.

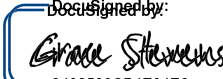
The financial statements were approved by the Board of Trustees on 20 December 2023 and signed on its behalf by:

DocuSigned by:

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Juli Browne
Co-Chair of Trustees
 21/12/2023

DocuSigned by:

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Jessica Donnellan
Vice Chair of Trustee
 21/12/2023

DocuSigned by:

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Grace Stevens
Treasurer of Trustees
 21/12/2023

Women in Prison Ltd

Statement of Cash Flows
for the year ended 31 March 2023

	Notes	2023 £	2022 £
Net cash (used in)/provided by operating activities	A	(283,619)	111,696
Cash flows from investing activities			
Interest received	4	<u>307</u>	<u>-</u>
Net Cash (used in)/provided by investing activities		(283,312)	111,696
(Decrease)/increase in cash and cash equivalents in the year	B	(283,312)	111,696
Cash and cash equivalents at the beginning of the year		<u>1,358,099</u>	<u>1,246,403</u>
Total cash and cash equivalents at the end of the year		1,074,787	1,358,099
A) Reconciliation of net movements in funds to net cash flow from operating activities			
		2023 £	2022 £
Net income/(expense) for year		(254,927)	12,660
Interest received	4	(307)	-
Increase/(decrease) in debtors		(103,026)	48,812
Increase/(decrease) in creditors		74,641	50,224
Net cash (used in)/provided by operating activities		(283,619)	111,696
B) Analysis of cash and cash equivalents			
	As at 1 April 2022 £	Cashflow £	As at 31 March 2023 £
Cash in hand	<u>1,358,099</u>	<u>(283,312)</u>	1,074,787
Total cash and cash equivalents	<u>1,358,099</u>	<u>(283,312)</u>	1,074,787
C) Analysis of net debt			
	As at 1 April 2022 £	Cashflow £	As at 31 March 2023 £
Debt due within one year	<u>283,785</u>	<u>74,641</u>	358,426
Total debt	<u>283,785</u>	<u>74,641</u>	358,426

The notes on pages 38 to 51 form part of these financial statements.

Women in Prison Ltd**Notes to the Financial Statements
for the year ended 31 March 2023****1. ACCOUNTING POLICIES**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) General Information

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 05581944) and a charity registered in England and Wales (charity number: 1118727). The charity's registered office is the Beth Centre, Hudson House, 1 Stockwell Green, Stockwell, London, SW9 9JF.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

b) Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice. All amounts are expressed in GB sterling (£).

Women in Prison Ltd constitutes a public benefit entity as defined by FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

c) Preparation of the accounts on a going concern basis

In the opinion of the trustees, the charity remains a going concern and, accordingly, the financial statements have been prepared on a going concern basis.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants/contracts, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Women in Prison Ltd**Notes to the Financial Statements
for the year ended 31 March 2023**

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time provided by volunteer workers is not recognised; the Trustees' Annual Report provides information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in expenditure in the period of receipt.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity that the trustees have decided, at their discretion, to set aside to use for a specific purpose. Restricted funds are grants and donations that the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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 are an estimate of time spent, together with any direct costs incurred.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Women in Prison Ltd**Notes to the Financial Statements
for the year ended 31 March 2023**

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

Expenditure includes those costs of a direct nature which can be allocated to a specific activity known as direct costs. It also includes support costs.

h) Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs that support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs are allocated to grant funded projects on the basis of the agreement made with the funder.

i) Operating leases

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight-line basis over the term of the lease.

j) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans that are subsequently measured at amortised cost using the effective interest method.

k) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset category

Office equipment – 20% straight-line

l) 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.

Women in Prison Ltd**Notes to the Financial Statements
for the year ended 31 March 2023**

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) 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.

o) Estimates and judgements

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The trustees consider that there are no material estimates or judgements within the accounts.

p) 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 in Prison Ltd operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of Women in Prison Ltd, in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2023**

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023 £	Total 2022 £
Donations	26,241	-	26,241	124,026

All of the £124,026 recognised in 2022 related to unrestricted funds.

3. INCOME FROM CHARITABLE ACTIVITIES

RESTRICTED FUNDS	2023 £	2022 £
<i>In Women's Prisons</i>		
Aldo Trust	4,250	3,500
Central & NW London NHS Foundation Trust	86,294	86,294
Greater Manchester Women's Support Alliance	-	24,049
<i>Community Based</i>		
National Lottery Community Fund	121,182	154,657
City Bridge Trust	100,000	-
NHS England	160,000	140,245
Lambeth Council and MOPAC (<i>South London Alliance</i>)	661,513	978,459
Advance Charity	25,167	21,343
Sutton Council	5,000	5,000
WomenMATTAs project funding	318,352	153,223
Manchester City Council	-	45,783
H Crew	900	-
Woking Borough Council (<i>including contribution in kind</i>)	-	140
HMPPS	71,753	-
Charles Hayward Foundation	-	25,000
Ministry of Justice	629,328	246,023
Grants for service users	-	14,171
DCMS Tampon Tax	515,842	461,973
<i>Campaigns and core funding</i>		
Barrow Cadbury Trust	-	15,000
Bromley Trust	10,000	10,000
Comic Relief	54,340	97,635
The Henry Smith Charity	32,467	48,700
Jabbs Foundation	41,120	25,645
Lloyds Bank Foundation	66,250	64,000
Triangle Trust	-	25,000
Total restricted income	2,903,758	2,645,840

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2023**

INCOME FROM CHARITABLE ACTIVITIES (continued)

UNRESTRICTED	2023	2022
	£	£
Esmée Fairbairn Foundation	-	30,000
Goldsmiths	33,000	30,000
Individual grants for clients	9,041	-
Campaigning	-	3,000
Other income	3,327	1,196
Total unrestricted income	45,368	64,196
Total income from charitable activities	2,949,126	2,710,036

The Aldo Trust

Grant provides money for distribution to women in prison who do not have access to monetary support. As in previous years, each grant is limited to no more than £25 per woman and is to cover basic needs.

Central & North West London NHS Foundation Trust

Grant funds 'Through-the-Gate' services offered to HMP Bronzefield residents who experience significant and enduring mental health needs. It supports them in their preparation for release, on their day of release and then on an on-going basis back in their communities. The service is available to women returning to any location in the Southeast of England.

National Lottery Community Fund (*Healthy Foundations*)

New grant funds the development of health-related projects. Advocates provide information and advocacy about healthcare and wellbeing, and support women to access healthcare services in the community, following release from prison.

Greater Manchester Women's Support Alliance (GMWSA)/Stockport Women's Centre

The Alliance coordinator provides strategic networking and oversight of the Alliance's work. Funding also went toward WomenMATTA.

City Bridge Foundation and NHS England (*Bluebird*)

Joint funders of a project that works across London to meet the additional needs of women on probation who meet particular criteria.

Lambeth Council and MOPAC

Grant funds the Beth Centre and South London Alliance - women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon and Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area.

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2023

Using funding from Mayor's Office of Policing and Crime (MOPAC) and other local authorities as part of the London Crime Prevention Fund, Lambeth funded a three-year programme, based in six south London boroughs, of localised support for women. This project has been extended until June 2022 and now covers the two further boroughs of Bromley and Merton.

Advance Charity

A VAWG charity in North London, which includes supporting women impacted by the CJS. We had an agreement with them to use their hub spaces for our Bluebird service to meet with service users (Bluebird is pan London).

Sutton Council

Provide funding for WIP to provide additional services for women in Sutton affected by the CJS, this includes women's hub space in Sutton, and workshops and other activities. This is through the Community Safety team at Sutton Council and part of their Reducing Reoffending Board.

WomenMATTA project funding

Funded by **Cheshire and Greater Manchester CRC, Greater Manchester Combined Authority and GMWSA**. The women's centre provides one-to-one and group support, advocacy and advice to Manchester and Trafford women at point of arrest (via the Greater Manchester Police Triage Scheme); serving community orders; on release from prison; and those considered 'at risk of offending' by nature of unmet support needs.

Manchester City Council

Grant is a contribution to WomenMATTA, which funds a specific project worker who supports the 'at risk of' offending cohort, and the weekly community drop-in that includes a rolling timetable of activities aimed to reduce the social isolation, improve the mental health and wellbeing, financial circumstances and employability of women attending. The grant also funds the delivery of WIP's one-day 'Working with Women in the Criminal Justice System' training to external services and professionals.

Woking Borough Council (Women's Support Centre)

Commissions WIP to run the Women's Support Centre offering support across Surrey to women whose individual circumstances or experiences have placed them at risk of exploitation, victimisation or involvement in the criminal justice system. The whole service was transferred to Woking Borough Council in March 2021.

HMPPS

New commissioned work called Creating Community Connections to link workers from prisons into the community.

Charles Hayward Foundation

Charles Hayward Foundation has supported Women in Prison's work since 2020, when they partially funded the Checkpoint diversion scheme in Surrey.

Women in Prison Ltd**Notes to the Financial Statements
for the year ended 31 March 2023**

Ministry of Justice

New funding received toward core costs for the final months of the year, following a competitive process.

Grants for Service Users

Grant for individual cases, as funds permit.

DCMS Tampon Tax – Creating Community Connections (CCC)

The new 'Creating Community Connections' project is led by a partnership of women's centre providers - Women in Prison, Brighton Women's Centre, Anawim, Together Women and Nelson Trust. The project aims to connect women in prisons with vital specialist community support services across the country, especially women's centres

Barrow Cadbury Trust

Two grants were made during the year, both of which supported the campaigning activities of Women in Prison, including strengthening women's voices, in our campaigns to reduce the women's prison population and build the women's centre movement.

Bromley Trust

Grant awarded for policy and campaigning work.

Comic Relief

Grant is funding for campaigns to amplify the voices of Women's Centres across the country, improving recognition of the women-centred services available and making the case for sustainable funding.

The Henry Smith Charity

This contributed to a project worker in Greater Manchester.

Jabbs Foundation

Grant awarded for campaigning work and work with magistrates.

Lloyds Bank Foundation

Grant awarded to develop influencing strategies in partnership with other women's centres.

Triangle Trust

Grant awarded for development of National Women's Justice Coalition.

The project aims to strengthen partnerships between a national network of women's centres, prisons and women in custody to support women through custody to community. This will include providing access to the trauma-responsive support that women's centres provide to reduce reoffending and overall harm, increase women's sense of safety and help them rebuild their lives.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2023

4. INVESTMENT INCOME

	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023 £	Total 2022 £
Bank interest	£307	£Nil	£307	£Nil

5. RAISING FUNDS

	2023 £	2022 £
Staff costs including training and development	37,306	-
Consultants	13,238	-
	£50,544	£Nil

All of the raising funds are support costs of the charitable company and were charged to unrestricted funds.

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds 2023	Restricted Funds 2023	Total Costs 2023 £	Total Costs 2022 £
Providing assistance and guidance for women in prison	£2,767,273	£413,284	£3,180,557	£2,821,403

£3,180,557 (2022 : £2,821,403) of the above costs, £171,110 (2022 : £21,380) was charged to unrestricted funds and £3,009,447 (2022 : £2,800,023) was charged to restricted funds,

Direct costs included in charitable activities	2023 £	2022 £
Staff costs including training and development	1,662,671	1,567,258
Subcontracted services and in-kind contributions	504,998	571,617
Programme and direct costs	352,553	157,466
Office costs	83,663	94,249
Premises costs	144,881	62,970
Professional fees and consultants	18,507	26,101
	2,767,273	2,479,661

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2023**

Support costs included in charitable expenditure

	2023	2022
	£	£
Staff costs including training and development	305,219	189,606
Programme costs	18,214	11,627
Office costs	36,373	48,405
Premises costs	21,673	26,546
Professional fees and consultants	21,908	42,539
Governance (Note 7)	9,897	23,019
	413,284	341,742

7. ANALYSIS OF GOVERNANCE COSTS

	2023	2022
	£	£
Audit fee	4,290	9,804
Management committee expenses	5,607	13,215
	9,897	23,019

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2023	2022
Salaries and wages	1,558,226	1,362,889
Social security costs	156,646	125,955
Pension costs	77,258	91,132
Temporary staff and subcontractors	114,668	106,973
Other personnel costs	98,398	69,807
	2,005,196	1,756,756

No employees received remuneration in excess of £60,000 (2022: £60,000). The charity makes administrative contributions of £77,258 to a stakeholder pension scheme for 75 qualifying staff members (2022: £91,132 for 73).

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2022: £nil). Expenses incurred by trustees for travel or other expenses during the year amounted to £5,607 (2022: £955) for 5 trustees (2022 : 4 trustees). Trustee donations during the year totalled £500 (2022: £2,620).

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2023**

Staff redundancy payments in the year totalled £17,962 (2022: £11,812). The key management personnel of the charity during the year comprised the trustees, the Chief Executive, the Deputy CEO, the Director of External Affairs and Campaign, Head of Finance and Systems. The total employee benefits of the key management personnel of the charity were £303,789 (2022: £180,448).

Average staff numbers during the year were 53 (2022: 52). Average full-time equivalents during the year were 48 (2022: 46).

Volunteers include peer mentors in prison and in the community, volunteer counsellors in our women's centre in Woking, women on Release on Temporary Licence (RoTL) and those working on our campaigns.

9. CORPORATION TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. DEBTORS

	2023	2022
	£	£
Trade debtors	108,886	21,458
Prepayments and accrued income	19,371	4,507
Other debtors	3,734	3,000
	<u>31,991</u>	<u>28,965</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	142,131	157,057
Taxation and social security	34,482	34,104
Accruals and deferred income	181,813	92,624
	<u>358,426</u>	<u>283,785</u>

	2023
	£
Deferred income analysis	
	2023
	£
As at 1 April	8,117
Additions during the year	65,000
Amounts referred to income	(8,117)
As at 31 March	<u>65,000</u>

Deferred income of £65,000 (2022 : £8,117) included above relates to grant income received during the year but relating to future accounting periods.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2023

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2023)

	General Funds £	Restricted Funds £	Total Funds £
2023			
Current assets	971,733	235,045	1,206,778
Current liabilities	(358,426)	-	(358,426)
Net assets	<u>613,307</u>	<u>235,045</u>	<u>848,352</u>

COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds £	Restricted Funds £	Total Funds £
2022			
Current assets	1,046,330	340,734	1,387,064
Current liabilities	(283,785)	-	(283,785)
Net assets	<u>762,545</u>	<u>340,734</u>	<u>1,103,279</u>

13. RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust, to be applied to specific purposes. Descriptions of individual funds are set out in Note 3.

	Balance at 1 April 2022	Income	Expenditure	Transfers (to)/from unrestricted	Balance 31 March 2023
South London Women's Hubs	11,719	431,679	443,398	-	-
Bluebird Project	41,450	260,001	247,515	-	53,936
DV Project	-	71,753	55,100	-	16,653
Beth Centre	35,982	195,333	198,188	-	33,127
National Lottery	35,873	121,182	144,784	-	12,271
HMP Bronzfield Inreach					
CNWL	-	86,294	81,954	-	4,340
Comic Relief Power Up	16,339	54,341	70,680	-	-
Surrey CRS	-	111,309	110,839	-	470
Creating Community Conect	106,680	515,842	622,522	-	-
Other restricted funds	92,691	1,056,024	1,034,467	-	114,248
TOTAL RESTRICTED FUNDS	340,734	2,903,758	3,009,447	-	235,045

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2023**

RESTRICTED FUNDS – Previous year comparison

	Balance at 1 April 2021	Income	Expenditure	Transfers (to)/from unrestricted	Balance at 31 March 2022
South London Women’s Hubs	51,827	695,459	(735,567)	-	11,719
Bluebird Project	126,861	140,245	(225,656)	-	41,450
Woking Council WSC	56,283	140	(56,423)	-	-
Beth Centre	33,877	233,000	(230,895)	-	35,982
National Lottery	38,404	154,658	(157,189)	-	35,873
WomenMATTA	-	172,380	(172,380)	-	-
Comic Relief Power Up	22,820	97,635	(104,116)	-	16,339
CNWL NHS Foundation Trust	-	86,294	(86,294)	-	-
Creating Community Conect		461,973	(355,293)	-	106,680
Other restricted funds	131,612	604,057	(676,210)	33,232	92,691
TOTAL RESTRICTED FUNDS	461,684	2,645,841	2,800,023	33,232	340,734

Transfers between funds

Where restricted funds provided were less than the costs of discharging the service, the deficit was met from unrestricted funds. Surpluses and grants relating to funds already expended were transferred to unrestricted funds.

14. COMMITMENTS

At 31 March 2023, the company had commitments under non-cancellable operating leases

	2023	2022
	£	£
Operating leases that expire:		
Within one year	192	1,474
Within two to five years	-	192
	192	1,666

15. RELATED PARTY TRANSACTIONS

There are no other related party transactions to report.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2023**

WOMEN IN PRISON LIMITED

England & Wales - Charity number 1118727

Accounts

Company Number 05581944
Charity Number 1118727

Report of the Trustees
and
Financial Statements
for the year ended 31 March 2022
for
Women in Prison Ltd
(a company limited by guarantee)

Women in Prison Ltd

**Trustees' Report and Financial Statements
for the year ended 31 March 2021**

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Women in Prison Ltd
(a company limited by guarantee)

General Information
for the year ended 31 March 2022

Registered Charity Number:	1118727
Registered Company Number:	05581944
Country of Incorporation:	England and Wales
Trustees/ Directors	Juli Browne (Co chair from November 2021; trustee - July 2021) Harriet Johnson (Co-Chair from November 2021) Joanne Ryan (Chair, retired November 2021) Naima Sakande (Vice Chair from August 2020, retired May 2021) Azrini Wahidin (Vice Chair, from July 2021, Co-chair from November 2021 to February 2022) Grace Stevens (Treasurer) Minda Burgos-Lukes Vicky Pryce Raushia Coles (appointed July 2021) Jessica Donnellan (appointed September 2021) Martine Lignon (retired November 2021) Fiona Marsh (appointed July 2021) Lynda Chin-Keow (appointed November 2021) Nola Sterling (appointed November 2021) Hazel Renouf (appointed May 2022)
Key Management Personnel:	Kate Paradine (Chief Executive until July 2022) Sonya Ruparel (Chief Executive from July 2022) Sue Wilson (Head of Finance and Governance Until March 2022) Selina Uddin (Head of Finance and Systems from February 2022) Sarah Totterdell (Deputy CEO from June 2021)
Principal Office and Registered Address:	2 nd Floor, Elmfield House 5 Stockwell Mews London SW9 9GX
Website:	www.womeninprison.org.uk
Bankers:	Co-operative Bank Plc CAF Bank
Auditors:	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2022

WOMEN IN PRISON: TURNING POINTS FOR CHANGE

Report on the activities of Women in Prison Ltd – the charity supporting and campaigning for women affected by the criminal justice system.

Our founders

“Taking the most hurt people out of society and punishing them in order to teach them how to live within society is, at best, futile. Whatever else a prisoner knows, she knows everything there is to know about punishment because that is exactly what she has grown up with. Whether it is childhood sexual abuse, indifference, neglect; punishment is most familiar to her.”

Chris Tchaikovsky



Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2022

Women in Prison (WIP) was established in 1983 by Chris Tchaikovsky and renowned criminologist Pat Carlen. WIP was born out of Professor Carlen's academic research on the circumstances leading to imprisonment, its impact on women and the anger that Chris experienced witnessing conditions for women in HMP Holloway when she was imprisoned. Women in Prison was founded on the belief that, whilst the prison and criminal justice system harms women and families, it also harms men, victims and communities. Today we continue to campaign to end the harm of prison and demonstrate there is another way, by modelling our services on a system that works.

- Section 1: **Turning Points for Change: Co-chairs of Trustees**
- Section 2: **Our Key Achievements**
- Section 3: **The Difference We Are Making**
- Section 4: **Our Future Plans**
- Section 5: **Finance and Governance**

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2022

1. **TURNING POINTS FOR CHANGE: Overview by Co-Chairs of Trustees**

The past year has been another of momentous change, both internally and externally. We are so proud of how women we work with, our staff team and volunteers have risen to the challenges of Covid-19 and subsequent recovery, providing services throughout and leading campaigns for people most adversely affected, in prisons and communities. For women harmed by being swept into the criminal justice system, the cost of living crisis is now bringing deeper hardship. Record levels of self harm in prison and tragedies, such as outlined in the Prisons and Probation Ombudsman reports on the deaths of two babies in prison, show that our work is more important than it has ever been.

Internally, a programme of listening work and our new annual staff survey has helped us to identify areas for development and we have implemented a whole organisation pay review. We have continued to strengthen our trustee board, including working with the *Beyond Suffrage* Programme and Social Practice ENT to maximise the benefits of a trustee training programme for women with lived experience of prison alongside training for WIP's Board of trustees so we offer a welcoming, open environment built on anti-racist and anti-oppressive practices. With the leadership of experienced trustees the board now has new skills and expertise. Over half our trustees have lived experience of prison (due to being in prison themselves, a relative in prison or being born in prison). This has enabled our previous Chair, Jo Ryan, to usher in a new co-chair leadership model and together we have recruited a new Chief Executive, Sonya Ruparel, as successor to Kate Paradine (who has led Women in Prison for almost 7 years). The recruitment process included a vital role for women with experience of using our services, and our staff team.

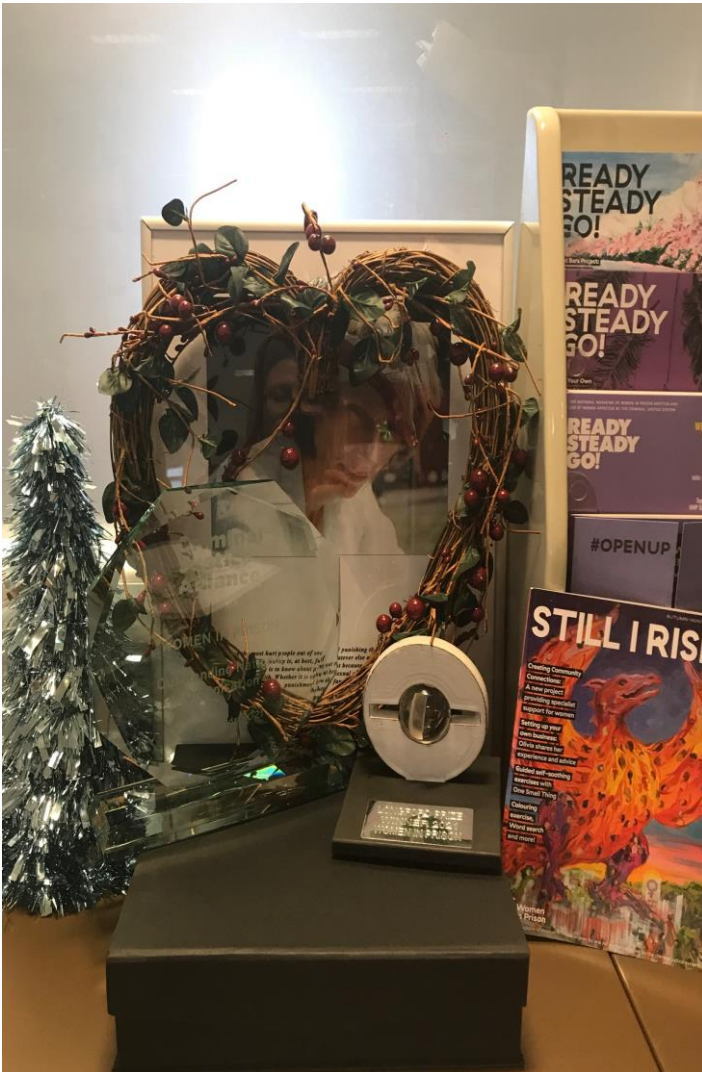
We have continued working towards our vision to end the harm of prison, while creating a new trauma-responsive system of social justice to address the root causes of offending. We have taken a lead in promoting the women's centre model, forming a National Women's Justice Coalition to strengthen the collective voice of women's specialist charities and leading the #Stopthe500 campaign against Government plans to build 500 new women's prison cells. We are proud to have formed a partnership, led by Hibiscus, which published the Double Disadvantage Action Plan to address racism against Black, Asian, minoritised and migrant women in the criminal justice system.

We have faced significant challenges in terms of recruitment during the pandemic (particularly in prisons) and in adapting to the new renationalised probation delivery arrangements. We were absolutely delighted to win the Longford Trust Annual award and Outstanding national organisation from the Criminal Justice Alliance. Our achievements would be impossible without the determination and passion of our staff, trustees, volunteers and the women we work with.

We have really appreciated the contributions of our staff team (especially women with direct experience of racism, other forms of discrimination, and involvement in the criminal justice system) in working towards ensuring that all elements of our work are trauma-responsive, anti-oppressive and anti-racist. The generosity of our funders and supporters has extended beyond financial contributions, showing deep faith in our mission. As we approach our 40th anniversary year, we are determined that our vision, and the voices of women affected by the criminal justice system, are at the heart of plans to end the harm of prison and build community solutions together. Only this will create a social justice system that restores relationships, responds to root causes of offending and strengthens communities.

Juli Browne and Harriet Johnson (Co-Chair of Trustees)

2. OUR KEY ACHIEVEMENTS



Our 2021 Awards taking pride of place with a picture of Women in Prison's founder, Chris Tchaikovsky.

An Award Winning Year

We were so delighted and proud at the end of 2021 to be honoured with the prestigious prizes of the Longford Trust Annual Prize and the Criminal Justice Alliance Award for Outstanding National Organisation, alongside grassroots campaigners, JENGBA. Our former CEO, Kate Paradine was also named as Howard League Criminal Justice Champion 2021. This was the Longford prize citation:

*"In our first ever Longford Prize awards, **Women in Prison** and its late founder Chris Tchaikovsky were highly commended. Twenty years on, we believe that this organisation has developed a remarkable resilience and effectiveness to go with that founding vision. It is a powerful force nationally, fighting passionately, practically and persuasively for both women's centres as alternatives to prison, and for women behind bars and after release, as well as their families, friends and loved ones. What it achieves has an impact on all prisoners in a system in serious need of reform."*

1) We have strengthened the skills, experience and diversity of our Board of Trustees through a national recruitment campaign and a partnership with the *Beyond Suffrage* Programme (along with other women's charities - Clean Break, Working Chance and Hibiscus), to develop training for women with lived experience of prison and the criminal justice system to become trustees. The result is a new diverse Board of trustees, where over half have direct experience of prison, have a family member in prison or were born in prison. We are currently testing a new co-Chair arrangement to model a collaborative style of feminist leadership.

2) We continued to deliver **trauma-responsive support and advocacy to 1504 women throughout the pandemic**, including in prisons, community, 'through the gate' programmes and in the partnership projects we deliver. We supported women to deal with a range of issues including physical and mental health, housing, debt and other financial hardship, domestic abuse, substance use, sexual violence, parenting, education, employment and multiple forms of trauma.

What women we support say about Women in Prison services

"Most support anyone has ever given me." "Wouldn't have got here without you." "Never had support like this." "I wouldn't have been able to get where I am today without you." "Don't know what I'd do without you".

"You're very good at your job. I have been through the care system and this is better support than I have ever received from social services. You have helped me above and beyond and I am so grateful. I didn't have a lot of support before and you have supported me so much. You are open minded, trustworthy and I can be honest with you. I don't feel alone, and without having your support things could have gone really badly this year."

"You're just so amazing. You are so lovely. It makes me feel safe knowing that there is someone there to support me and who I trust completely."

3) **We have continued to make the case for sustainable funding for women's centres** in building on the Women's Budget Group report published in 2020, including giving written and oral evidence to the Public Accounts Committee enquiry into the National Audit Office Report published in January 2022. One result of our campaigning and lobbying for co-commissioning and core funding, has been a second round of **a £2.5m fund for women's centres** and similar services which enabled 'core' rather than project funding. Co-commissioning is now in place in London and Manchester and the Ministry of Justice have formally committed to support more grant giving in the new probation delivery arrangements.

4) We have continued to **speak out for - and defend the rights and welfare of - women and others in prison**, as one of the leading charities to advocate for early release from the beginning of the pandemic and for the vaccination of people in prison. We have given evidence to the Justice Committee on its women in prison inquiry and the Bill Committee for the Police, Crime, Sentencing and Courts Bill.

5) We have been at the forefront of advocating for **women's holistic advocacy services to have a central role in the delivery arrangements for the new, renationalised, Probation Service**. Our leadership had a key role in ensuring that new delivery arrangements, from June 2021, included co-commissioning of women's services in London and Manchester. The outcomes of the national procurement competition resulted in provision from women's specialists across the country, including WIP providing services in Surrey in partnership with the Surrey Women's Support Centre (now run by Woking Borough Council). Throughout the year we have advocated for operational delivery of these new arrangements which prioritises the needs and futures of women we work with.

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WIP's women's centres in Manchester (WomenMATTAs) and South London (Beth Centre and the South London hubs) are flourishing, finding innovative ways to meet the needs of the women we support, including during the pandemic. Through the **South London Alliance** that we lead with Lambeth Council and in partnership with Pecan, Housing for Women, Clean Break, Working Chance and Hibiscus, in addition to the Beth Centre in Lambeth, we oversee successful women's **support hubs in seven London Boroughs** - Southwark, Sutton, Croydon, Wandsworth and Lewisham, which was extended to Bromley and Merton in the past year.

What partner agencies say about Women in Prison services

"I like working with the WIP team because of the way that you walk alongside women on their journey." [Health]

"WIP have ... helped so many of our female service users by going far and beyond to assist and support our service users in various ways e.g. housing, financial funding, drugs/alcohol, Mental Health etc." [Probation]

"It's been a pleasure working with [the team] at Women in Prison. They have embraced developing the service into a psychologically informed environment, and using a trauma informed care approach. They have been keen learners and proactive in their implementation of the changes and creatively applied the new vision. They are professional, warm and caring and have developed some wonderful relationships with the service users who trust and appreciate them. They always bring a sense of humour, commitment and compassion to their roles." [Mental health]

"Working together is vital over well-rounded services to the clients in [our area]. We're able to collaborate well together with common clients in the women's centre. You are brilliant at what you do and so good with the clients." [Substance misuse]

6) We have **strengthened our public affairs work**, building relationships with MPs, Ministers and the Shadow Frontbench, through meetings and Parliamentary briefings on coronavirus in prisons, the Budget and the Police, Crime, Sentencing and Courts Bill. We played a leading role in lobbying for a new statutory duty to record the reasoning of sentencing decisions about pregnant women and primary carers with a focus on the best interests of the child and achieved cross-party support on the amendments. We secured a commitment from the Minister to introduce new data collection on primary carers in custody. This is a positive step forward to ensure the evidence base can be developed for further policy change.

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7) We made a major stride forward in implementing our #OPENUP Women's Futures Manifesto (solution No.9) when we launched the new national project 'Creating Community Connections' to establish a network of women's centre and prison link workers in nine women's prisons, along with our partners, Anawim, Nelson Trust, Together Women and Brighton Women's Centre.

10 solutions to #OPENUP WOMEN'S FUTURES

- Use the £80m received by HM Treasury from the sale of Holloway prison to deliver the Ministry of Justice's women's strategy.
- For every local authority area to have a women's centre.
- A trauma-informed diversion programme in every police force so women can be referred into community support.
- Significantly reduce the use of remand in prison.
- An end to prison sentences relating to the punishment of debt including non-payment of council tax and TV licence.
- A legal presumption against short prison sentences.
- When sentencing primary carers ensure alternatives to custody are used to minimise the harm to children.
- All those serving indeterminate sentences of imprisonment for public protection (IPP) (abolished in 2012) are given a release date and intensive support to rebuild their lives.
- For every women's prison to have 'Women's Centre Link Workers' so that women can build trusting relationships to prepare for life after release.
- An end to 'Post Sentence Supervision' to reduce recall to prison and shift the focus on to support.

TOGETHER WE CAN #OPENUP WOMEN'S FUTURES IN EVERY COMMUNITY
Become global leaders and set an international example in how to reduce the human and financial cost of imprisonment and create healthier, safer communities

#OPENUP PATHWAYS AWAY FROM CRIMINAL JUSTICE INTERVENTIONS
Prevent women affected by abuse, childhood trauma, mental ill-health, addiction, poverty, homelessness and inequality from entering the criminal justice system

#OPENUP THE SUPPORT SERVICES WOMEN NEED
Invest and grow the UK's unique network of specialist women's centres that are proven to be more effective than prison at addressing the root causes of offending

#OPENUP OPPORTUNITIES FOR WOMEN AND THEIR CHILDREN
Build a system enabling those who have experienced the harm of prison to have access to housing and support to rebuild and move forward with their lives



8) We were delighted to publish two editions of the **Women in Prison** magazine with its new name, **Still I Rise**, which was selected by women in prison. The Magazine includes writing and art works by women affected by the criminal justice system, distributing enough magazines for each woman in prison to receive a copy of the latest edition.

A core group of women with experience of prison and of our services, who played a key role in the recruitment of our new Chief Executive, will be central in us developing 'Still I Rise' in the year ahead along with other plans to strengthen women's participation in all areas of our work.



9) With our partners we are building the women's centres movement and have launched the National Women's Justice Coalition based on a strong alliance of women's centres at its heart and modelling

collaborative leadership, now with 17 members at the end of its first phase of development our Coalition Development Manager is leading on the plan to increase membership.



10) We have played a leading role as member of the Ministerial Advisory Board on Female Offending (and the 'Expert Group' successor for that Board) including in challenging the Government's plan for 500 additional women's prison cells.

As part of our **campaign to #StopThe500** prison places, we have mobilised the public in taking action and secured a range of media coverage, which included a front page article in the Sunday Times and a letter to the Prime Minister signed by over 70 prominent organisations, calling for an end to plans for the 500 prison cells.

What women we support say about Women in Prison services

"You have helped me when nobody else wanted to, and supported and listened to me even through my outbursts. I could have not made it to where I am now without your support. You believed in me as a mom and that me and my children deserves a house and now we have it."

"I can cry in front on you, and you know I don't do crying, that's how safe you make me feel."
"I've put everything you taught me into work with other women, that's how I know you've helped me."

"I am now 6 weeks clean and it's an amazing feeling. My days have meaning and purpose and I have hope now that I can have a positive future ... I am slowly discovering who Liz is and what I want from my life. What a wonderful feeling to have myself back. I want to thank you for all your hard work in getting me here."

"I've felt like someone for once in my life had my back and you stood by me and guided me into some sort if normal life so thank you."

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3. THE DIFFERENCE WE ARE MAKING

We are so proud of how our team and the women we work with have adapted to the challenges we have faced in order to ensure that we emerge from the pandemic stronger than ever. As well as all the covid restrictions in the community and prisons, we have faced severe recruitment difficulties, particularly in prisons where restrictions have lasted for two years. Sadly, women have continued to be frequently released from prison without a safe home to go to. Women we work with have been particularly hard hit by the impact of lockdown measures including experiences of domestic abuse and a serious impact on mental health, all of which is compounded by the cost of living crisis.

Throughout this we have continued to offer intensive virtual and phone-based advocacy, advice and group work, workshops and individual tailored support, including meeting emergency needs during periods of lockdown (such as food parcels and medication) and sending out well being packs to keep women connected to services.

“ Firstly, I want to apologise for Friday I was annoyed with so many people and you was the only person helping me and I feel like I was so stressed I failed to alliterate myself and gratitude to you for what you were doing when I finally got back to mine and opened the box, I cried it was like opening one of them gift hampers. I am really grateful. at first, I didn't even realise there was a card I saw it but thought it was just to cover the stuff then I noticed the opening and saw your words, cried some more but I was so happy and I can't thank you enough I hope I can keep in contact with you throughout my journey. In the small time I have known you, you truly have been a blessing in my world you've gone further than anyone else ever has to support me and I can't thank you enough.”

We have made the best of the situation as a team and have come to appreciate even more the vital face-to-face and community elements of our support services, particularly in women's centres and one-to-one support in prison.

Our virtual all staff Away Days have been invaluable in helping to develop our organisational strategy. We have strengthened our Senior Management Team with new skills and roles including Deputy CEO, Head of Women's Centres and Safeguarding and Head of Prisons Partnerships and Participation. A new Development Manager for the National Women's Justice Coalition (seconded to Together Women) has helped strengthen our partnership work.

A snapshot of support needs for women we worked with this year:

- 82% - have mental health problems or concerns
- 68% - are experiencing or have previously experienced domestic abuse
- 43% - are not in education or employment
- 42% - are in debt
- 39% - have children who were not currently in their care
- 38% - have problematic substance use
- 27% - are not in suitable accommodation
- 25% - have disclosed self-harm
- 7% - have current or previous involvement in prostitution

We have continued to provide small grants funded by the Aldo Trust for women in need who have at least one year of their sentence left to serve. Thanks to the generosity of one supporter (the

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former governor of a women’s prison), we have been able to support women in the community who have emergency needs on leaving prison, including for essentials like clothing, food and phone credit and access to mobile phones to stay in touch with support workers.

Our support has enabled women to address issues relating to trauma, including domestic and sexual abuse, harmful substance use, mental health, housing, parenting, education, employment, poverty and debt – empowering them to drive change in their own lives, for themselves and their families. In feedback on workshops and groups held across our south London hubs and Healthy Foundations service, 75% came away feeling more confident and 85% came away feeling they knew more about how to access support.

What women we support say about Women in Prison services

“[I] feel emotionally stronger, more confident and getting happier than when I was when first referred. [You] listen to my problem and give me strength. I am really grateful and appreciate you help me work out my problem. Give me lots of emotional and realistic support. Help with charity application for furniture. Really like the hub.”

“Life changing feel hopeful, help with bus tickets to help me to see my children and also appreciate the well-being packs during lockdown. When feeling down I call [my] advocate and she gives me hope. Also ask about my children. I enjoy attending the workshops and coming out of my comfort zone. Also appreciate the help with food vouchers and the grant to buy clothes.”

“Help give me positivity and strength to go on, really appreciate the support.”

“The hub is really nice and I can’t believe somebody has done this for us.”

We know that the impact of our campaigns makes a real difference to the women we work with feeling seen and heard. This has never been more important than during the pandemic when we had a key role in highlighting the plight of people in prison and their families. A core group of women with experience of prison and the criminal justice system played a key role in the recruitment of our new CEO and we are looking forward to building on this with a new Women’s Participation Strategy.

Across our Manchester and London services, feedback from women using our services:

96% felt more able to deal with issues.

96% had made positive changes since accessing our services.

93% felt listened to by their workers.

91% felt the service fully met their needs.

Changes to our services delivery, particularly the transfer of the Surrey Women’s Support Centre to Woking Borough Council in March 2021 has reduced the numbers of women we have worked with this year, and our new support service in Surrey was not operational until June as part of the renationalisation of the probation service. This and the Creating Community Connections partnership of women’s centre/prison link workers across women’s prisons and the two additional South London hubs in Bromley and Merton have seen a steady increase in referrals in the last half of this year and this is expected to continue in the year ahead. Last year we had a total of 1,160 new referrals.

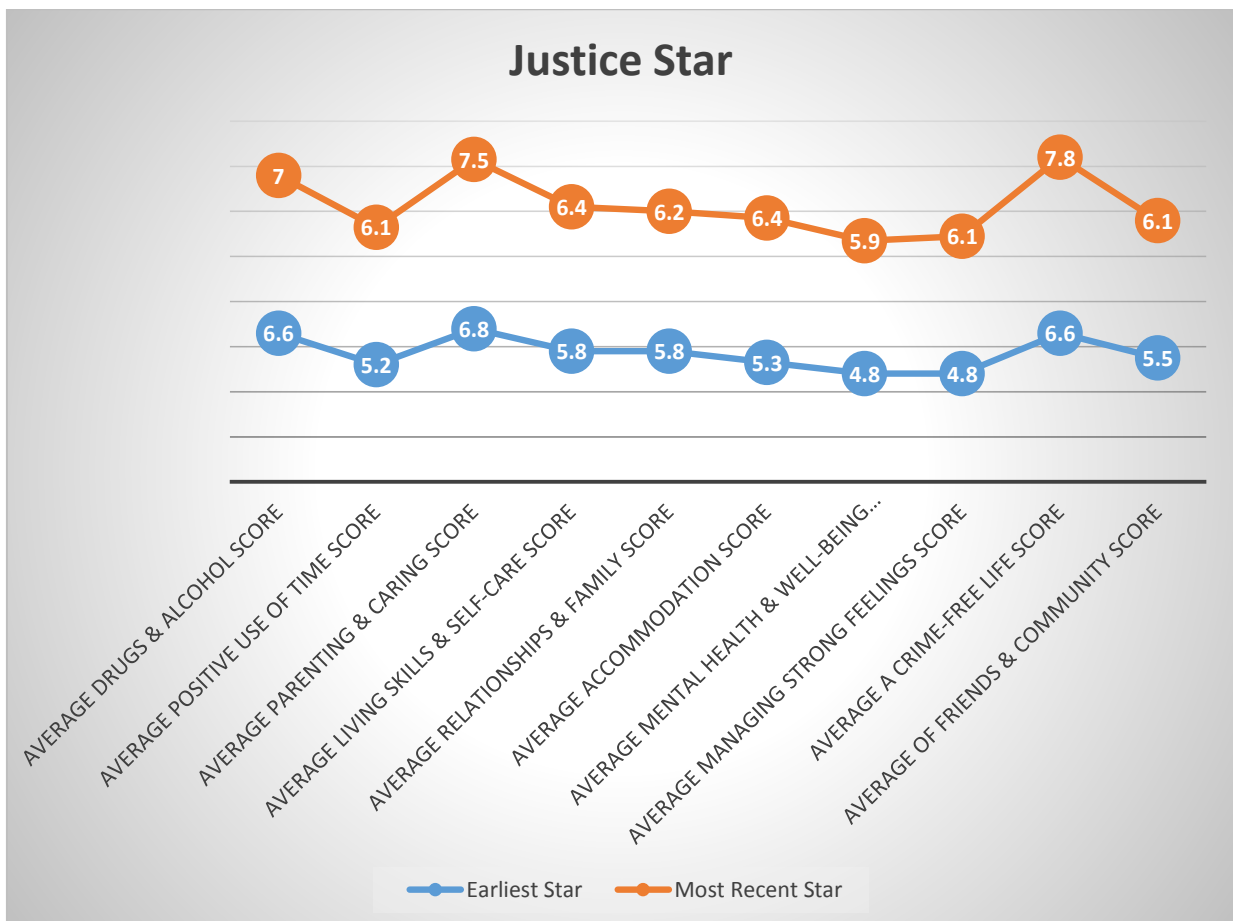
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Throughout the year, the use of the Justice Star monitoring tool has been extended across WIP as a means of measuring impact, outcomes and 'distance travelled'. The Justice Star is divided into the ten outcome areas: Accommodation; Living skills & Self-care; Mental health & Well-being; Friends & Community; Relationships & Family; Parenting & Caring; Drugs & Alcohol; Positive use of time; Managing strong feelings; A crime-free life. Supported by their key worker, women agree where they see themselves on a scale of 1-10 for each outcome area. The exercise is repeated every three months in order to measure progress. The scales of the Justice Star are:

1-2: Stuck, 3-4: Accepting help, 5-6: Motivated and taking responsibility, 7-8: Learning what works 9-10: Self-reliance

The table below shows the average levels of 'Justice Star' improvements across WIP services, as reported by our clients.



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What women say about WIP services

“I feel hopeful about my future.”

“A lot of practical and emotional support. From various things such as supporting me when I was not happy in my job, to help filling in benefits. I also really appreciate the referral made to counselling for further emotional support.”

“Nobody’s helping me except for the Beth Centre, I feel like you’re the only people that pick up the phone are there for me.”

“I first came into contact with Annie [my WIP support worker] after I was sectioned under the mental health act section 136; [a police officer] put Annie in contact with me. In that short space of time Annie has been instrumental in ensuring my safety both physically and mentally she has supported me in getting out of a very unsafe environment and area where there was constant risk to my safety, she has advocated accordingly supporting me with housing supporting me to be housed in a safe place, Annie has supported me with my mental health she has consistently been in contact with me from the first day we were put in contact she has also got me counselling sessions through [another] charity ... as well as supporting me safely to get to medical appointments to see my physiotherapist she is in contact with them to help arrange a transfer of care to the area I have now been moved too to ensure my safety. Annie is truly an asset to [Women in Prison] and great representation of real due care and diligence, I believe she goes above and beyond in her role it is undeniable that she truly cares about what she does, her passion and professionalism for me has been unmatched in any service I’ve ever received. Her encouragement compassion kindness and consistency is unfaltering, I am very grateful to have been able to receive such support and going forward I would love to continue receiving support from Annie in just a small time she has helped me so so much.”

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4. “TURNING POINTS AND FUTURE PLANS

With new co-Chairs of our Board and the transition to a new CEO, as Kate Paradine hands over to Sonya Ruparel, we feel that we are at a real turning point in delivering Women in Prison’s vision for the future.



‘Turning Point’ by Deborah, Our Time Artist, HMP Send

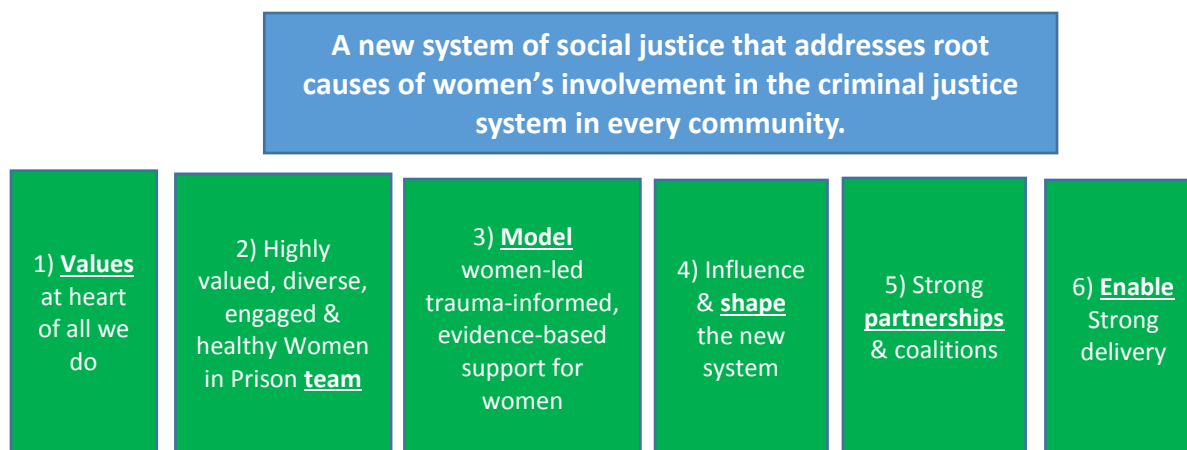
During the last year we have been making sure that our achievements and experiences of the pandemic are a foundation for transforming our own organisation and the system in which we operate. With our pay review completed and an annual staff survey in place we are looking forward to taking forward all the actions to build an even stronger culture of anti-oppression, anti-racism, trauma-responsiveness and welcome which shares power across our staff team and with women with lived experience of prison and the criminal justice system.

We have learned how long real change takes and how important it is that we follow our values, including learning from failure and using such learning as an opportunity to renew our efforts and begin again. This plan and our dedication to long-term culture and systems change are at the heart of our strategy planning.

We are going into this financial year in a good financial position, and have filled core vacancies. This is the result of our funders’ continued support and our management of resources that kept to the commitment to strengthen our reserves position, improve ‘cost recovery’ and diversify funding streams as far as possible. Carrying a number of vacancies, influenced by recruitment difficulties in the pandemic, has enabled us to build up some capacity to invest in the future from our reserves and consolidate the progress we have been making, particularly in the coming year.

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We have started delivering our new refreshed strategy:



Central to our future will be building on the partnerships we have so successfully strengthened during lockdown, particularly with partners in the specialist women's sector. We believe that our ability to 'speak truth to power' about issues affecting some of the most marginalised and silenced people in our communities, whilst providing frontline specialist support in prisons and communities, will be more important than ever before and we know that we must strengthen our united voice.

We expect the numbers of women needing support and the complexity of the needs and disadvantages they face to increase significantly in the wake of Covid-19 and the cost of living crisis. We are already seeing evidence of this in our services and those of our partners providing women's centres and other specialist support. We know that, to meet the challenges this brings, our strategy has to strengthen the way that our services and campaigns build on each other in order to ensure that the five key values of trauma-responsive practice are central to everything we do - Safety (emotional and physical); Empowerment; Trustworthiness; Choice; Collaboration.

We do not underestimate the challenges ahead, including those presented by the Government's sentencing and prison building proposals. We will continue our work to adapt and change to maximise our impact in women's lives and in building a new system of justice – Change, Connection and Collaboration will continue to be our focus.

Change – Changing our organisational culture, so that we can maximise our impact on systemic change and lead by example, with practice that has trauma-responsiveness, feminism, social justice, anti-racism, anti-oppression and prison abolition at its heart.

Connection – Connecting, and re-connecting in the wake of the pandemic, with one another as a team of trustees, staff and volunteers, and with the women we work with in prisons and communities - with a focus on a truly trauma-responsive approach in all we do.

Collaboration – Building on these connections to create strong, lasting collaborations so that power is shared at all levels of our organisation and in all our work, particularly with women with lived experience of the criminal justice system. This includes strengthening the alliances and coalitions we have built during the pandemic.

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We are an organisation excited for a new era of leadership, service delivery and campaigning for change that truly reduces the harm of imprisonment, whilst creating the change needed in communities, so that every woman has access to the support she needs from the earliest stage possible.

Only this trauma-informed focus on the root causes of offending (including abuse, mental ill health, harmful substance use and poverty) will result in the stronger communities needed to drive change and end the harm of prison.

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5. FINANCE AND GOVERNANCE

a) Delivering public benefit

All WIP's charitable activities are undertaken for public benefit in that they focus mainly on:

- Reaching out to provide supportive services to women affected by the criminal justice system, including those in prison and the community and those at risk of offending.
- Enabling women to develop appropriate and sustainable exit strategies from patterns of offending, thus reducing the cost to the public purse of both offending and criminal justice responses.
- Contributing to local, national and international debate, research and policy development on women affected by the criminal justice system.

WIP's trustees have consistently complied with the duty to have due regard to the public benefit, as mentioned in the section 17 of the Charities Act guidance published in 2011 by the Commission.

b) Structure, governance and management

The Charity is constituted as an incorporated charitable trust and is governed by a Memorandum and Articles of Association dated 6th November 2008. The provisions of the governing document have been complied with during the year under review.

Overall governance of the charity is the responsibility of the trustees; however the day-to-day running of the charity is delegated to the senior management team. Kate Paradine was in post as CEO throughout the year. The management team currently comprises Chief Executive Officer, Deputy CEO, Head of Campaigns and Public Affairs, Head of Women's Centres and Safeguarding, Head of Finance and Systems and Head of Prison Partnerships and Participation.

The Charity was supported by existing funders and commissioners during the year, as it responded to challenges presented by Covid-19. Ongoing funding for services was not affected and additional Covid-19 funding was available in the short term. The Charity applied for - and was granted - additional funds to support women directly and to upgrade technology to enable working from home.

The pay of all staff is subject to annual increments. A full organisational salary review has been completed that has benchmarked salaries against pay levels in other comparable charities, and staff had salary increases back dated to April 2021, with an additional 4% pay rise from April 2022.

The Board has reviewed the funding and cost plans for the year ahead and considers the Charity can continue to operate as a going concern.

The WIP Board underwent considerable changes during the year, as part of planned succession and strengthening of the skills and diversity of the Board. New trustees have been recruited through an open recruitment process that included short listing and interviews, to ensure the Board had the

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skills required and improved the diversity of board membership. New trustees have undergone a comprehensive induction process covering their role and responsibilities and the provision of relevant governance documents including Board minutes and the Charity Commission’s guidance on the duties of trustees. The Chair, Jo Ryan, stepped aside in November 2021 and we have since then moved to co-chair arrangement, first with Harriet Johnson and Azrini Whaidin and now Harriet and Juli Browne.

Volunteers include peer mentors in prison and in the community, but the pandemic has restricted our ability to work with women on Release on Temporary Licence (RoTL). Volunteer numbers averaged 15 during the year.

c) Risks and mitigation

In the wider framework in which WIP operates, there is considerable uncertainty, including on funding, such as new co-commissioning arrangements from December 2022 for the delivery of services for women linked to probation supervision in London. This will continue to put a significant strain on the charity sector in key areas of service delivery. WIP will pay close attention to developments that will require continuous assessment of both risks and potential opportunities.

At present, trustees consider these to be the most significant risks facing the charity.

Risk Identified	Actions taken to mitigate risk
Skills and staffing gaps at all levels.	Review of organisational structure to ensure that roles and responsibilities are clearly defined, with relevant skills and experience set out in job descriptions. Work on both remuneration strategy and organisational culture to ensure that WIP remains a desirable employer in a highly competitive market. Recruiting and reorganising to fill skills gaps.
Contract delivery	Recruitment and training to ensure adequate resourcing. Regular communication with commissioners to agree priorities and keep up-to-date on delivery and current challenges. Plans in place to meet information security requirements.
Funding streams not adequate for service delivery or organisation development.	Applications for additional funding from trusts and foundations. Campaigning for sustainable core funding and fundraising for unrestricted funds and regular giving.
Data protection, information and security systems breaches.	Cloud-based services, review and updating of policies and procedures on data protection, privacy and confidentiality. Cyber security training completed by staff. IASME accreditation Gold award achieved for 2022-23.

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d) Financial review

Income in 2022 increased by £32,913, and expenditure increased by £491,080. The result for the year was a surplus of £17,160 compared to a surplus of £475,327 in 2021. Overall reserves increased by £17,160. Restricted reserves increased by £11,273 as project expenditure improved as a direct result of easing the Covid-19 restrictions. Unrestricted reserves improved by £5,887. This has been a consequence of specific additional grants for core funding and continued recovery of core costs. Overall reserves as a proportion of income has remained similar at 39.3% from 39.1%.

e) Reserves policy and investment

The charity does not hold sufficient funds to develop investments, aside from short-term cash deposits. The Board has examined the charity's requirements over the period of the report, in the light of the main risks to the organisation. The Board is aiming to operate with sufficient reserves for between three and six months of normal expenditure, and notes that this has been achieved. The Board also considers that, in the event of the charity being unable to continue operations, many of its women's support services could be transferred to local authorities or other service providers as on-going operations, along with any restricted funding associated with those projects.

Total operational costs, including all service provision for the first three months of the following financial year, are £681,008 (2021: £462,127).

At the year-end, the charity held reserves in total of £1,103,279 (2021: £1,090,620), of which £340,734 (2021: £461,684) were restricted. Unrestricted reserves were £762,536 (2021: £628,936).

f) Fundraising

Existing funders have been incredibly supportive throughout the Covid-19 lockdown, providing accelerated grant payments and additional funds to support staff wellbeing. We have also agreed with them extended periods for contract delivery where staffing issues have delayed mobilisation. The Ministry of Justice established a fund of £2.5m to support core costs for the women's sector, through a competitive bidding process in each region, and we were successful in our application.

Our fundraising goals this year are to develop and extend funding streams for services, particularly those in health-related projects and in Manchester, where we are experiencing a noticeable increase in demand for our services. We will continue to strengthen our core funding streams over the longer term, so as to ensure that both our organisational development capability and campaigns team are fully funded. This is in addition to the ongoing work of securing stable, longer term funding for our services based in Manchester, London and in prisons. The new service delivery model for services directly commissioned by the Ministry of Justice started in Surrey and South London in June 2021.

The support we receive from our funders for campaigns and for core activities is invaluable. Barrow Cadbury Trust, Bromley Trust, Esmée Fairbairn Foundation, The Henry Smith Charity, Jabbs Foundation, Lloyds Bank Foundation, Triangle Trust, Sisters Trust and Tudor Trust have provided sustained help and guidance throughout the year. We also raised funds for the first time via the Big Give in December 2021 and March 2022.

Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2022**

WIP does not use commercial fundraisers or third parties to assist with fundraising. Our main sources of funding are through delivery to grants' and contracts' terms, and through the support of charitable trusts and foundations. Our individual giving is managed through Enthuse (formerly Charity Checkout) and JustGiving, and our fundraising activities do not include making unsolicited contact with potential donors. WIP has not received any complaints regarding said activities and has followed practice in line with GDPR in terms of contact with individual donors.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2022

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards 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 presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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.

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.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our Trustees' Annual Report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as directors, in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approval

This Report was approved by the trustees on 8 September 2022 and by order of the trustees, signed on their behalf by:



Harriet Johnson

Juli Browne and **Harriet Johnson, Co-Chairs of Trustees**
Women in Prison Ltd (a company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

Opinion

We have audited the financial statements of Women in Prison Limited for the year ended 31 March 2022 which comprise the Charitable Company Statement of Financial Activities, the Charitable Company Balance Sheet, the Charitable Company Cash Flow Statement 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 March 2022 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' Annual 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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

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' Annual 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' Annual Report have been prepared in accordance with applicable legal requirements.

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' Annual 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 17 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:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

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, General Data Protection Regulations (GDPR), health and safety regulations and employment law, 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 and 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:

- 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;
- Reviewing the controls and procedures of the charity relevant to the preparation of the financial statements to ensure these were in place throughout the year, including during the Covid-19 remote working period;
- 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

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. 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.

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' Annual Report (which incorporates the strategic report and the directors' report).

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

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.

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
For and on behalf of Haysmacintyre LLP,
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 21 November 2022

Women in Prison Ltd

Statement of Financial Activities
(including income and expenditure account)
for the year ended 31 March 2022

	Notes	Unrestricted Fund 2022 £	Restricted Fund 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME:					
Donations		124,027	-	124,027	25,538
Charitable activities	2	64,196	2,645,840	2,710,036	2,775,612
Investment income		-	-	-	-
TOTAL INCOME		188,223	2,645,840	2,834,063	2,801,150
EXPENDITURE:					
Cost of fundraising		-	-	-	-
Expenditure on charitable activities	3	21,380	2,800,023	2,821,403	2,325,823
		21,380	2,800,023	2,821,403	2,325,823
Net Income/(Expenditure)		166,843	(154,183)	12,660	475,327
Transfers between Funds		(33,232)	33,232	-	-
NET MOVEMENT IN FUNDS		133,190	(120,951)	12,660	475,327
RECONCILIATION OF FUNDS					
Funds brought forward at 1 April 2021	10/11	761,149	329,461	1,090,620	1,090,620
Funds carried forward at 31 March 2022	10/11	<u>762,556</u>	<u>340,714</u>	<u>1,103,279</u>	<u>1,103,279</u>

There were no recognised gains or losses for 2022 or 2021 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

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

Full comparatives for the year ended 31 March 2022 are shown in note 15.

Women in Prison Ltd
Company number: 05581944

Balance Sheet
as at 31 March 2022

	Notes	2022	£	2021	£
		£	£	£	£
CURRENT ASSETS:					
Debtors	8	28,965		77,778	
Cash at bank and in hand		<u>1,358,099</u>		1,246,403	
		1,387,064		1,324,181	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	9	<u>(283,785)</u>		<u>(233,561)</u>	
NET CURRENT ASSETS:			<u>1,103,279</u>		<u>1,090,620</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,103,279</u>		<u>1,090,620</u>
FUNDS:					
Unrestricted income fund	10	762,546		628,936	
Restricted income fund	10/11	<u>340,734</u>		<u>461,684</u>	
TOTAL FUNDS			<u>1,103,279</u>		<u>1,090,620</u>

The notes on pages 29 to 42 form part of these financial statements.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A - small entities.

The financial statements were approved by the Board of Trustees on 8 September 2022 and signed on its behalf by:



Juli Browne
Co-Chair of Trustees

Harriet Johnson

Harriet Johnson

Grace Stevens

Grace Stevens
Trustee and Treasurer

Women in Prison Ltd

Statement of Cash Flows
for the year ended 31 March 2022

		2022 £	2021 £
Cash provided by operating activities	A	<u>111,696</u>	<u>278,135</u>
Increase in cash and cash equivalents in the year	B	111,696	278,135
Cash and cash equivalents at the beginning of the year		<u>1,246,403</u>	<u>968,268</u>
Total cash and cash equivalents at the end of the year		<u><u>1,358,099</u></u>	<u><u>1,246,403</u></u>

A) Reconciliation of net movements in funds to net cash flow from operating activities		2022 £	2021 £
Net income for year		12,660	475,327
Decrease (increase) in debtors		48,812	(44,257)
Increase (decrease) in creditors		<u>50,224</u>	<u>(152,935)</u>
Net cash provided by operating activities		<u><u>111,696</u></u>	<u><u>278,135</u></u>

B) Analysis of cash and cash equivalents	As at 1 April 2021 £	Cashflow £	As at 31 March 2022 £
Cash in hand	<u>1,246,403</u>	<u>111,696</u>	<u>1,358,099</u>
Total cash and cash equivalents	<u>1,246,403</u>	<u>111,696</u>	<u>1,358,099</u>

C) Analysis of net debt	As at 1 April 2021 £	Cashflow £	As at 31 March 2022 £
Debt due within one year	<u>233,561</u>	<u>50,224</u>	<u>283,785</u>
Total debt	<u><u>233,561</u></u>	<u><u>50,224</u></u>	<u><u>283,785</u></u>

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2022

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:

a) General Information

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 05581944) and a charity registered in England and Wales (charity number: 1118727). The charity's registered office is 2nd Floor, Elmfield House, Stockwell Mews, London, SW9 9GX.

b) Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2020) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2016) and the Companies Act 2006. All amounts are expressed in GB sterling (£).

Women in Prison Ltd meets the definition of a public interest entity under FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

c) Preparation of the accounts on a going concern basis

In the opinion of the trustees, the charity remains a going concern and, accordingly, the financial statements have been prepared on a going concern basis. Covid-19 has not, as yet, had an adverse effect on our financial position with funders and commissioners continuing their support, particularly around cash flow. There are significant challenges ahead arising from ending of a number of central government grant programmes, and the renationalisation of probation services. Women in Prison is part of networks of women's support services which are tendering for this new central government funding.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2022

Income received in advance is deferred until the criteria for income recognition are met.

e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time provided by volunteer workers is not recognised; the Trustees' Annual Report provides information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in expenditure in the period of receipt.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity that the trustees have decided, at their discretion, to set aside to use for a specific purpose. Restricted funds are grants and donations that the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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 are an estimate of time spent, together with any direct costs incurred.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs that support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs are allocated to grant funded projects on the basis of the agreement made with the funder.

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2022

i) Operating leases

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight-line basis over the term of the lease.

j) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans that are subsequently measured at amortised cost using the effective interest method.

k) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset category

Office equipment – 20% straight-line

l) 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.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) 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.

o) Estimates and judgements

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The trustees consider that there are no material estimates or judgements within the accounts.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2022**

p) 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 FRS102.

Pension scheme

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

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2022

2. INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	£	£
RESTRICTED		
<i>In Women's Prisons</i>		
Aldo Trust	3,500	-
Central & NW London NHS Foundation Trust	86,294	86,294
National Lottery	-	-
HMP Foston Hall	-	53,457
Greater Manchester Women's Support Alliance	24,049	29,772
<i>Community Based</i>		
Oxleas NHS Foundation Trust	-	-
National Lottery Community Fund	154,657	165,630
City Bridge Foundation	-	145,500
NHS England	140,245	154,295
Lambeth Council and MOPAC (<i>South London Alliance</i>)	978,459	855,231
Advance Charity	21,343	34,067
London Community Foundation	-	30,000
Sutton Council	5,000	15,190
WomenMATTA project funding	153,223	152,786
Manchester City Council	45,783	39,620
Comic Relief	-	33,388
Woking Borough Council (<i>including contribution in kind</i>)	140	291,196
Surrey PCC	-	75,620
Surrey CC Public Health	-	50,000
Charles Hayward Foundation	25,000	25,000
Ministry of Justice	246,023	142,916
Surrey Community Foundation	-	-
Grants for service users	14,171	13,028
DCMS Tampon Tax	461,973	-
<i>Campaigns and core funding</i>		
Barrow Cadbury Trust	15,000	31,500
Bromley Trust	10,000	10,000
Comic Relief	97,635	105,607
The Henry Smith Charity	48,700	48,700
Jabbs Foundation	25,645	20,000
Kent PCC	-	-
Lloyds Bank Foundation	64,000	46,000
Triangle Trust	25,000	25,000
Trust for London	-	-
Total restricted income	<u>2,645,840</u>	<u>2,679,797</u>

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2022

INCOME FROM CHARITABLE ACTIVITIES (continued)

	2022	2021
UNRESTRICTED	£	£
Esmée Fairbairn Foundation	30,000	45,000
Goldsmiths	30,000	-
Sisters Trust	-	20,000
Tudor Trust	-	27,000
Campaigning	3,000	-
Other income	<u>125,223</u>	<u>3,815</u>
Total unrestricted income	<u>188,223</u>	<u>95,815</u>
Total income from charitable activities	<u>2,834,063</u>	<u>2,775,612</u>

The Aldo Trust

Grant provides money for distribution to women in prison who do not have access to monetary support. As in previous years, each grant is limited to no more than £25 per woman and is to cover basic needs.

Central & North West London NHS Foundation Trust

Grant funds 'Through-the-Gate' services offered to HMP Bronzefield residents who experience significant and enduring mental health needs. It supports them in their preparation for release, on their day of release and then on an on-going basis back in their communities. The service is available to women returning to any location in the South East of England.

Greater Manchester Women's Support Alliance (GMWSA)/Stockport Women's Centre

The Alliance coordinator provides strategic networking and oversight of the Alliance's work. Funding also went toward WomenMATTER.

National Lottery Community Fund (Healthy Foundations)

New grant funds the development of health-related projects. Advocates provide information and advocacy about healthcare and wellbeing, and support women to access healthcare services in the community, following release from prison.

City Bridge Foundation and NHS England (Bluebird)

Joint funders of a project that works across London to meet the additional needs of women on probation who meet particular criteria.

Lambeth Council and MOPAC

Grant funds the Beth Centre and South London Alliance - women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon and Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area.

Using funding from Mayor's Office of Policing and Crime (MOPAC) and other local authorities as part of the London Crime Prevention Fund, Lambeth funded a three-year programme, based in six south London

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2022

boroughs, of localised support for women. This project has been extended until June 2022 and now covers the two further boroughs of Bromley and Merton.

WomenMATTA project funding

Funded by **Cheshire and Greater Manchester CRC, Greater Manchester Combined Authority and GMWSA**. The women's centre provides one-to-one and group support, advocacy and advice to Manchester and Trafford women at point of arrest (via the Greater Manchester Police Triage Scheme); serving community orders; on release from prison; and those considered 'at risk of offending' by nature of unmet support needs.

Manchester City Council

Grant is a contribution to WomenMATTA, which funds a specific project worker who supports the 'at risk of' offending cohort, and the weekly community drop-in that includes a rolling timetable of activities aimed to reduce the social isolation, improve the mental health and wellbeing, financial circumstances and employability of women attending. The grant also funds the delivery of WIP's one-day 'Working with Women in the Criminal Justice System' training to external services and professionals.

Woking Borough Council (*Women's Support Centre*)

Commissions WIP to run the Women's Support Centre offering support across Surrey to women whose individual circumstances or experiences have placed them at risk of exploitation, victimisation or involvement in the criminal justice system. The whole service was transferred to Woking Borough Council in March 2021.

Ministry of Justice

New funding received toward core costs for the final months of the year, following a competitive process.

Grants for Service Users

Grant for individual cases, as funds permit.

Barrow Cadbury Trust

Two grants were made during the year, both of which supported the campaigning activities of Women in Prison, including strengthening women's voices, in our campaigns to reduce the women's prison population and build the women's centre movement.

Bromley Trust

Grant awarded for policy and campaigning work.

Jabbs Foundation

Grant awarded for campaigning work and work with magistrates.

Comic Relief

Grant is funding for campaigns to amplify the voices of Women's Centres across the country, improving recognition of the women-centred services available and making the case for sustainable funding.

Lloyds Bank Foundation

Grant awarded to develop influencing strategies in partnership with other women's centres.

Triangle Trust

Grant awarded for development of National Women's Justice Coalition.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2022**

DCMS Tampon Tax – Creating Community Connections (CCC)

The new 'Creating Community Connections' project is led by a partnership of women's centre providers - Women in Prison, Brighton Women's Centre, Anawim, Together Women and Nelson Trust. The project aims to connect women in prisons with vital specialist community support services across the country, especially women's centres.

The project aims to strengthen partnerships between a national network of women's centres, prisons and women in custody to support women through custody to community. This will include providing access to the trauma-responsive support that women's centres provide to reduce reoffending and overall harm, increase women's sense of safety and help them rebuild their lives.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2022

3. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	2022 £	2021 £
Staff costs including training and development	1,756,864	1,591,379
Subcontracted services and in-kind contributions	571,617	295,488
Programme and direct costs	169,093	179,715
Office costs	142,761	136,445
Premises costs	89,516	73,120
Professional fees and consultants	68,640	34,277
Governance (note 4)	<u>22,912</u>	<u>15,399</u>
	<u>2,821,403</u>	<u>2,325,823</u>

Support costs included in charitable expenditure

	2022 £	2021 £
Staff costs including training and development	189,606	137,879
Programme and direct costs	11,627	12,856
Office costs	48,405	34,625
Premises costs	26,546	36,521
Professional fees and consultants	42,539	20,654
Governance	<u>23,019</u>	<u>9,807</u>
	<u>341,742</u>	<u>252,342</u>

4. ANALYSIS OF GOVERNANCE COSTS

	2022 £	2021 £
Audit fee	9,804	8,910
Management committee expenses	<u>13,215</u>	<u>6,489</u>
	<u>23,019</u>	<u>15,399</u>

5. NET INCOME FOR THE YEAR

	£	£
This is stated after charging auditors' remuneration: inclusive of VAT		
Audit	9,804	8,910

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2022

6. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2022	2021
	£	£
Salaries and wages	1,362,889	1,270,955
Social security costs	125,955	110,165
Pension costs	91,132	73,981
Temporary staff and subcontractors	106,973	68,533
Other personnel costs	69,807	67,745
	<u>1,756,756</u>	<u>1,591,379</u>

No employees received remuneration in excess of £60,000 (2021: £60,000). The charity makes administrative contributions of £91,132 to a stakeholder pension scheme for 73 qualifying staff members (2021: £73,981 for 51).

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2021: £nil). Expenses incurred by trustees for travel or other expenses during the year amounted to £955 (2021: £220). Trustee donations during the year totalled £2,620 (2021: £620).

Staff redundancy payments in the year totalled £11,812 (2021: £10,432). The key management personnel of the charity during the year comprised the trustees, the Chief Executive, the Head of National Service Delivery, and the Head of Finance and Governance. The total employee benefits of the key management personnel of the charity were £180,448 (2021: £135,084).

Average staff numbers during the year were 52 (2021: 53) . Average full time equivalents during the year were 46 (2021: 44).

Volunteers include peer mentors in prison and in the community, volunteer counsellors in our women's centre in Woking, women on Release on Temporary Licence (RoTL) and those working on our campaigns. Volunteer numbers averaged 15 during the year (2021: 15).

7. CORPORATION TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2022

8. DEBTORS

	2022	2021
	£	£
Trade debtors	21,458	61,402
Prepayments and accrued income	4,507	10,962
Other debtors	3,000	5,414
	<u>28,965</u>	<u>77,778</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	157,057	93,490
Taxation and social security	34,104	24,615
Accruals and deferred income	92,624	115,456
	<u>283,785</u>	<u>233,561</u>

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2022)

	Net Current Assets £	Total 2022 £	Total 2021 £
Unrestricted funds	762,546	762,546	628,936
Restricted funds	340,734	340,734	461,684
Net assets	<u>1,103,279</u>	<u>1,103,279</u>	<u>1,090,620</u>

COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS (2021)

	Net Current Assets £	Total 2021 £	Total 2020 £
Unrestricted funds	628,936	628,936	463,562
Restricted funds	461,684	461,684	151,731
Net assets	<u>1,090,620</u>	<u>1,090,620</u>	<u>615,293</u>

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2022**

11. RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust, to be applied to specific purposes. Descriptions of individual funds are set out in Note 2.

	Balance at 1 April 2021	Income	Expenditure	Transfers (to) from unrestricted	Balance at 31 March 2022
South London Women's Hubs	51,827	695,459	(735,567)	-	11,719
Bluebird Project	126,861	140,245	(225,656)	-	41,450
Woking Council WSC	56,283	140	(56,423)	-	-
Beth Centre	33,877	233,000	(230,895)	-	35,982
National Lottery	38,404	154,658	(157,189)	-	35,873
WomenMATTA	-	172,380	(172,380)	-	-
Comic Relief Power Up	22,820	97,635	(104,116)	-	16,3-39
CNWL NHS Foundation Trust	-	86,294	(86,294)	-	-
Creating Community Conect	-	461,973	(355,293)	-	106,680
Other restricted funds	131,612	604,057	(676,210)	(33,232)	92,691
TOTAL RESTRICTED FUNDS	461,684	2,645,840	2,800,023	(33,232)	340,734

RESTRICTED FUNDS – Previous year comparison

	Balance at 1 April 2020	Income	Expenditure	Transfers (to) from unrestricted	Balance at 31 March 2021
South London Women's Hubs	55,363	622,681	(626,217)	-	51,827
Bluebird Project	(9,877)	299,795	(163,057)	-	126,861
Woking Council WSC	25,157	269,539	(238,413)	-	56,283
Beth Centre	11,934	232,550	(210,607)	-	33,877
National Lottery	17,068	165,630	(144,294)	-	38,404
WomenMATTA	-	150,915	(150,915)	-	-
Comic Relief Power Up	29,127	105,607	(111,914)	-	22,820
CNWL NHS Foundation Trust	-	86,294	(86,294)	-	-
Other restricted funds	22,959	754,813	(594,112)	(52,048)	131,612
TOTAL RESTRICTED FUNDS	151,731	2,687,824	2,325,823	(52,048)	461,684

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2022

Transfers between funds

Where restricted funds provided were less than the costs of discharging the service, the deficit was met from unrestricted funds. Surpluses and grants relating to funds already expended were transferred to unrestricted funds.

12. COMMITMENTS

At 31 March 2021, the company had commitments under non-cancellable operating leases

	2022	2021
	£	£
Operating leases that expire:		
Within one year	1,474	1,474
Within two to five years	192	1,665
	<u>1,666</u>	<u>3,139</u>

13. RELATED PARTY TRANSACTIONS

There are no related party transactions to report.

14. FINANCIAL INSTRUMENTS

	2022	2021
	£	£
Financial assets at amortised cost	<u>1,387,064</u>	<u>1,332,181</u>
Financial liabilities at amortised cost	<u>283,785</u>	<u>233,561</u>

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2022

15. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITY

	Notes	Unrestricted Fund	Restricted Fund	Total Funds
		2021 £	2021 £	2021 £
INCOME:				
Donations		17,511	8,027	25,538
Charitable activities	2	95,815	2,679,797	2,775,612
Investment income		-	-	-
TOTAL INCOME		113,326	2,687,824	2,801,150
EXPENDITURE:				
Cost of fundraising		-	-	-
Expenditure on charitable activities	3	-	2,325,823	2,325,823
		113,326	2,325,823	2,325,823
Net Income/(Expenditure)		113,326	362,001	475,327
Transfers between Funds		52,048	(52,048)	-
NET MOVEMENT IN FUNDS		165,374	309,953	475,327
RECONCILIATION OF FUNDS				
Funds brought forward at 1 April 2020	10/11	463,562	151,731	615,293
Funds carried forward at 31 March 2021	10/11	628,936	461,684	1,090,620

WOMEN IN PRISON LIMITED

England & Wales - Charity number 1118727

Accounts

Company Number 05581944
Charity Number 1118727

Report of the Trustees
and
Financial Statements
for the year ended 31 March 2021
for
Women in Prison Ltd
(a company limited by guarantee)

Women in Prison Ltd

**Trustees' Report and Financial Statements
for the year ended 31 March 2021**

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Women in Prison Ltd
(a company limited by guarantee)

General Information
for the year ended 31 March 2021

Registered Charity Number:	1118727
Registered Company Number:	05581944
Country of Incorporation:	England and Wales
Trustees/ Directors	Joanne Ryan (Chair) Lynne Laidlaw (Vice Chair, retired July 2020) Naima Sakande (Vice Chair from August 2020, retired May 2021) Azrini Wahidin (Vice Chair, appointed July 2021) Grace Stevens (Treasurer) Paramjit Ahluwalia (retired December 2020) Juli Browne (appointed July 2021) Minda Burgos-Lukes Raushia Coles (appointed July 2021) Jessica Donnellan (appointed September 2021) Harriet Johnson Martine Lignon Fiona Marsh (appointed July 2021) Vicky Pryce
Key Management Personnel:	Kate Paradine (Chief Executive) Sue Wilson (Head of Finance and Governance) Elisha Augustin (Head of National Service Delivery until August 2020) Sarah Totterdell (Deputy CEO from June 2021)
Principal Office and Registered Address:	2 nd Floor, Elmfield House 5 Stockwell Mews London SW9 9GX
Website:	www.womeninprison.org.uk
Bankers:	Co-operative Bank Plc CAF Bank
Auditors:	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2021**

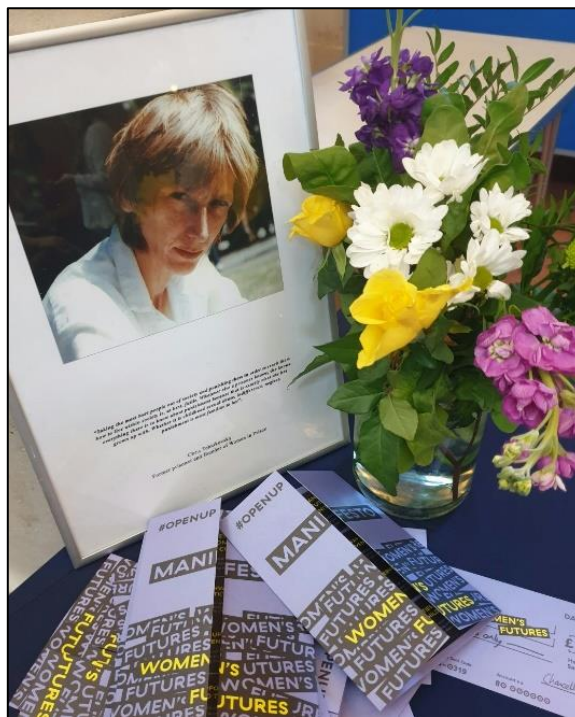
WOMEN IN PRISON: CREATING CHANGE

Report on the activities of Women in Prison Ltd – the charity supporting and campaigning for women affected by the criminal justice system.

Our founders

“Taking the most hurt people out of society and punishing them in order to teach them how to live within society is, at best, futile. Whatever else a prisoner knows, she knows everything there is to know about punishment because that is exactly what she has grown up with. Whether it is childhood sexual abuse, indifference, neglect; punishment is most familiar to her.”

Chris Tchaikovsky



Women in Prison (WIP) was established in 1983 by Chris Tchaikovsky and renowned criminologist Pat Carlen. WIP was born out of Professor Carlen’s academic research on the circumstances leading to imprisonment, its impact on women and the anger that Chris experienced witnessing conditions for women in HMP Holloway when she was imprisoned. Women in Prison was founded on the belief that, whilst the prison and criminal justice system harms women and families, it also harms men, victims and communities. Today we continue to campaign to end the harm of prison and demonstrate there is another way, by modelling our services on a system that works.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

- Section 1: **Creating Real Change:** Chair of Trustees and Chief Executive
- Section 2: **Our Key Achievements**
- Section 3: **The Difference We Are Making**
- Section 4: **Our Future Plans**
- Section 5: **Finance and Governance**

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

1. CREATING REAL CHANGE: Overview by Chief Executive and Chair of Trustees

The past year for Women in Prison (WIP) has been one of unrelenting and momentous change, both internally and externally. We are so proud of how women we work with, our staff team and volunteers have risen to the challenges of Covid-19, providing services throughout and leading campaigns for people most adversely affected by the pandemic, in prisons and communities.

For women, the harm of imprisonment and problems like mental ill health and domestic abuse have worsened significantly and, sadly, our team has been affected by the tragic deaths of women we have been working with. For us as an all-women staff team, the pandemic has had a particularly profound impact, including on our ability to retain and recruit staff.

Against the backdrop of Black Lives Matter and the long overdue public focus on structural racism, we have continued to address all forms of structural racism and discrimination, in the culture, policies and practices of our own organisation and in the criminal justice system. We have been making progress on a detailed Equality, Diversity and Inclusion Plan, which we are refreshing for the year ahead, including a programme of listening work with staff and women using our services.

An extensive trustee recruitment and induction process resulted in five new trustees joining our Board in July and September 2021. We have also worked with the *Beyond Suffrage* Programme and the social enterprise Social Practice ENT to develop a trustee training programme for women with lived experience of prison. This has included training for WIP's trustees to ensure the Board offers a welcoming, open environment built on anti-racist and anti-oppressive practices. Women trained on *Beyond Suffrage* will join WIP's or our partners' trustee Boards later in 2021. We are also sharing learning, so that other charities in the criminal justice sector can benefit.

We have continued working towards our vision to end the harm of prison, by working with other women's centres to create a new trauma-responsive system of social justice that addresses the root causes of involvement in offending. This has included a lead role in promoting the women's centre model and forming a National Women's Justice Coalition to strengthen the collective voice of women's specialist charities, alongside leading the #Stopthe500 campaign against the Government's new plan to build 500 new women's prison places.

Our achievements would be impossible without the drive, determination and passion of our staff, trustees, volunteers and the women we work with. We have really appreciated the openness and contributions of our staff team (especially women with direct experience of racism, other forms of discrimination, and direct involvement in the criminal justice system) in working towards ensuring that we are a trauma-responsive, anti-oppressive and anti-racist organisation in all elements of our work. The generosity of our funders and supporters has often extended beyond financial contributions, showing deep faith in our mission.

As we refresh our strategy for 2022-2025, we are determined that our vision, and the voices of women affected by the criminal justice system, are at the heart of plans to #BuildBackBetter, radically reducing the prison population whilst investing in women's centres and community solutions. Only this will create a social justice system that restores relationships, responds to root causes of offending (including trauma) and strengthens communities.

Jo Ryan (Chair of Trustees)

Kate Paradine (Chief Executive)

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

2. OUR KEY ACHIEVEMENTS

1) We are strengthening the skills, experience and diversity of our Board of Trustees through a national recruitment campaign and a partnership with the *Beyond Suffrage* Programme and with other women's charities (Clean Break, Working Chance and Hibiscus), to develop specific training in order to recruit as trustees women with lived experience of prison and the criminal justice system.

2) We continued to deliver trauma-responsive support and advocacy to 1766 women throughout the pandemic, including in prisons, community and 'through the gate' programmes. We supported women to deal with a range of issues including health, housing, domestic abuse, substance use, sexual violence, parenting, education and employment.

Over 2,600 wellbeing packs were delivered to women in nine women's prisons (in partnership with the charity One Small Thing and women's centres across the country) and to hundreds of women in the community. We also developed our services providing intensive support for women facing multiple disadvantages by launching the pan-London Bluebird service, supported by funding from the City Bridge Trust, the NHS and the National Probation Service.

Some women's reflections on our services during the pandemic ...

"I've had amazing support from [Women in Prison] through a dark time in my life. I don't know where I would be now without the help you have given me. Thank you."

"I've been on numerous Zoom calls with the staff and other users of the service. Many self-care bundles have been delivered to my house. And I've spoken to staff numerous times. I've felt very well supported and connected. It's been a life line during these times."

"Any barriers that I have had, my Probation Officer and Women in Prison have helped me to overcome them. They have supported me through everything, even down to just figuring out getting buses. They have been amazing and have helped me through it all."

"[My Women in Prison Advocate] was my only strength in prison."

"WIP have been my superheroes if it was not for them I may not be here now."

3) We launched a report on sustainable funding for women's centres in October 2020 with the Women's Budget Group and four women's centres, making the case for a new funding model and including the cost-benefit case for our services. One result of our campaigning and lobbying for sustainable funding for women's services, and specifically for co-commissioning and core funding, was the June 2020 **announcement of a £2.5m fund for women's centres** and similar services which enabled 'core' rather than project funding.

4) We have spoken out for - and defended the rights and welfare of - women and others in prison, as one of the leading charities to advocate for early release from the beginning of the pandemic and for the vaccination of people in prison, including by a letter to the Prime Minister, coordinated with INQUEST and signed by over 300 organisations and individuals.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

5) We have been at the forefront of advocating for **women’s holistic advocacy services to have a central role in the delivery arrangements for the new, renationalised, Probation Service**. Our leadership had a key role in ensuring that new delivery arrangements, from June 2021, included co-commissioning of women’s services in London and Manchester. The outcomes of the national procurement competition resulted in provision from women’s specialists across the country, including WIP providing services in Surrey in partnership with the Women’s Support Centre (now run by Woking Borough Council).

*From a partner agency: “One client told me that the [Women in Prison Advocate] was the best worker she has ever had; that she supports her as she ‘gets her’ and is able calm her down where others cannot because she ‘doesn’t put up with my sh*t’. This woman stressed, I know she’s not my friend, as she is always very professional, but I trust her.”*

6) We made a major stride forward in implementing our #OPENUP Women’s Futures Manifesto when we **secured two years of Tampon Tax Funding for a new national project ‘Creating Community Connections’** to establish a network of ten women’s centre and prison link workers in nine women’s prisons, along with our partners, Anawim, Nelson Trust, Together Women and Brighton Women’s Centre.

10 solutions to #OPENUP WOMEN'S FUTURES

- 1 Use the £80m received by HM Treasury from the sale of Holloway prison to deliver the Ministry of Justice's women's strategy.
- 2 For every local authority area to have a women's centre.
- 3 A trauma-informed diversion programme in every police force so women can be referred into community support.
- 4 Significantly reduce the use of remand in prison.
- 5 An end to prison sentences relating to the punishment of debt including non-payment of council tax and TV licence.
- 6 A legal presumption against short prison sentences.
- 7 When sentencing primary carers ensure alternatives to custody are used to minimise the harm to children.
- 8 All those serving indeterminate sentences of imprisonment for public protection (IPP) (abolished in 2012) are given a release date and intensive support to rebuild their lives.
- 9 For every women's prison to have 'Women's Centre Link Workers' so that women can build trusting relationships to prepare for life after release.
- 10 An end to 'Post Sentence Supervision' to reduce recall to prison and shift the focus on to support.

TOGETHER WE CAN #OPENUP WOMEN'S FUTURES IN EVERY COMMUNITY
Become global leaders and set an international example in how to reduce the human and financial cost of imprisonment and create healthier, safer communities

#OPENUP PATHWAYS AWAY FROM CRIMINAL JUSTICE INTERVENTIONS
Prevent women affected by abuse, childhood trauma, mental ill-health, addiction, poverty, homelessness and inequality from entering the criminal justice system

#OPENUP THE SUPPORT SERVICES WOMEN NEED
Invest and grow the UK's unique network of specialist women's centres that are proven to be more effective than prison at addressing the root causes of offending

#OPENUP OPPORTUNITIES FOR WOMEN AND THEIR CHILDREN
Build a system enabling those who have experienced the harm of prison to have access to housing and support to rebuild and move forward with their lives

7) We have **strengthened our public affairs work**, building relationships with the 2019 intake of new MPs and the Shadow Frontbench, through meetings and Parliamentary briefings on coronavirus in prisons, the Budget and the Police, Crime, Sentencing and Courts Bill, securing over 32 Parliamentary Questions and doubling the mentions of women’s centres across speeches and debates on the previous year.

We have played a leading role as member of the Ministerial Advisory Board on Female Offending, including in challenging the Government’s plan to build 500 new women’s prison places. As part of our **campaign to #StopThe500** prison places, we embedded a new e-campaigning platform on our website to mobilise the public in taking action, which **increased our supporter mailing list by 158% and our social media following by an average 40% across channels**. We’ve also increased our **media coverage**, which included BBC News, The Telegraph, Times Radio, BBC Woman’s Hour, The Independent, The Mirror, I News, The Guardian, The Daily Mail and The Observer.

Report of the Trustees
for the year ended 31 March 2021



8) During the pandemic, we published two editions of the **Women in Prison magazine** including writing and art works by women affected by the criminal justice system, distributing enough magazines for each woman in prison to receive a copy of the latest edition. This included entries to the Woking Borough Council 'New Beginnings' Art awards, open to all women in Surrey prisons and in the Surrey community. One of the entries to the awards – 'Japanese Cherry Blossom' by Ann - featured on the front cover of one of the editions of the magazine.

9) **WIP's women's centres in Manchester (WomenMATTa) and South London (Beth Centre and the South London hubs)** are flourishing, finding innovative ways to meet the needs of the women we support, including during the pandemic.

Through the **South London Alliance** that we lead with Lambeth Council and in partnership with Pecan, Housing for Women, Clean Break, Working Chance and Hibiscus, in addition to the Beth Centre in Lambeth, we oversee successful women's **support hubs in five London Boroughs** - Southwark, Sutton, Croydon, Wandsworth and Lewisham (extending to Bromley and Merton in the coming year).

In March 2021, after being run and developed by Women in Prison for 12 years, the **Surrey Women's Support Centre (WSC) moved to in-house management by Woking Borough Council** as part of a longer term plan for sustainable funding, thus implementing our vision for women in every local authority area to have access to a sustainably funded women's centre. WIP will be working in partnership with the WSC to ensure women have access to the support they need in the new probation delivery model.

10) **With our partners we are building the women's centres movement** with funding from Comic Relief 'Power Up', Lloyds Bank Foundation and others, based on a strong alliance of women's centres at its heart – many of whom have been meeting weekly throughout the pandemic. We are now forming a National Women's Justice Coalition and developing our map of women's centres.

"I wanted to say thank you for our face- to-face chat, some of the things we spoke about have really helped me have a different more positive perspective on my situation. And the book of me and colouring bits plus the wellbeing pack is a real treat and made me really smile. I'm so grateful for all the help you are giving me. I feel like this is a real opportunity to try and get on my feet and move my life forward in a more meaningful way. It is so nice to feel like a valued person and not a judged and written off one. So please feel good about the difference you and your support is making in my life. I imagine you are making a big difference in other women's lives too. Thank you"

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

3. THE DIFFERENCE WE ARE MAKING

We are so proud of how quickly our team and the women we work with adapted to a virtual model of service delivery. We offered video calling, more intensive phone-based advocacy and advice and individual tailored support to meet emergency needs during lockdown, such as food parcels and medication. We have developed online workshops and group work and women have responded really positively to this change, with an opportunity for some to have more regular engagement due to lockdown and not having to travel. Women have really appreciated receiving 'Wellbeing Packs' through the post and in prison with advice, craft materials and various information to keep them connected to our women's centres services.

"I don't go to drink any more. I've kept the things that you send in your little magazine in a box and look at them and play with them instead. They're magical."

We have made the best of the situation as a team and have come to appreciate even more the vital face-to-face and community elements of our support services, particularly in women's centres and one-to-one support in prison.

Despite assurances by the Government, women have continued to be released from prison homeless, which has presented our staff with complex challenges. Women we work with have been

particularly hard hit by the impact of lockdown measures including increased rates of domestic abuse and a serious impact on mental health.

A snapshot of support needs for women we worked with this year:

- 82% - have mental health problems or concerns
- 68% - are experiencing or have previously experienced domestic abuse
- 43% - are not in education or employment
- 42% - are in debt
- 39% - have children who were not currently in their care
- 38% - have problematic substance use
- 27% - are not in suitable accommodation
- 25% - have disclosed self-harm
- 7% - have current or previous involvement in prostitution

We have continued to provide small grants funded by the Aldo Trust for women in need who have at least one year of their sentence left to serve. Thanks to the generosity of one supporter (the former governor of a women's prison), we have been able to support women in the community who have emergency needs on leaving prison, including for essentials like clothing, food and phone credit. The latter has been especially important during the Coronavirus lockdown by ensuring women have access to mobile phones to stay in touch with support workers.

Our support has enabled women to address issues relating to trauma, including domestic and sexual abuse, harmful substance use, mental health, housing, parenting, education, employment, poverty and debt – empowering them to drive change in their own lives, for themselves and their families.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

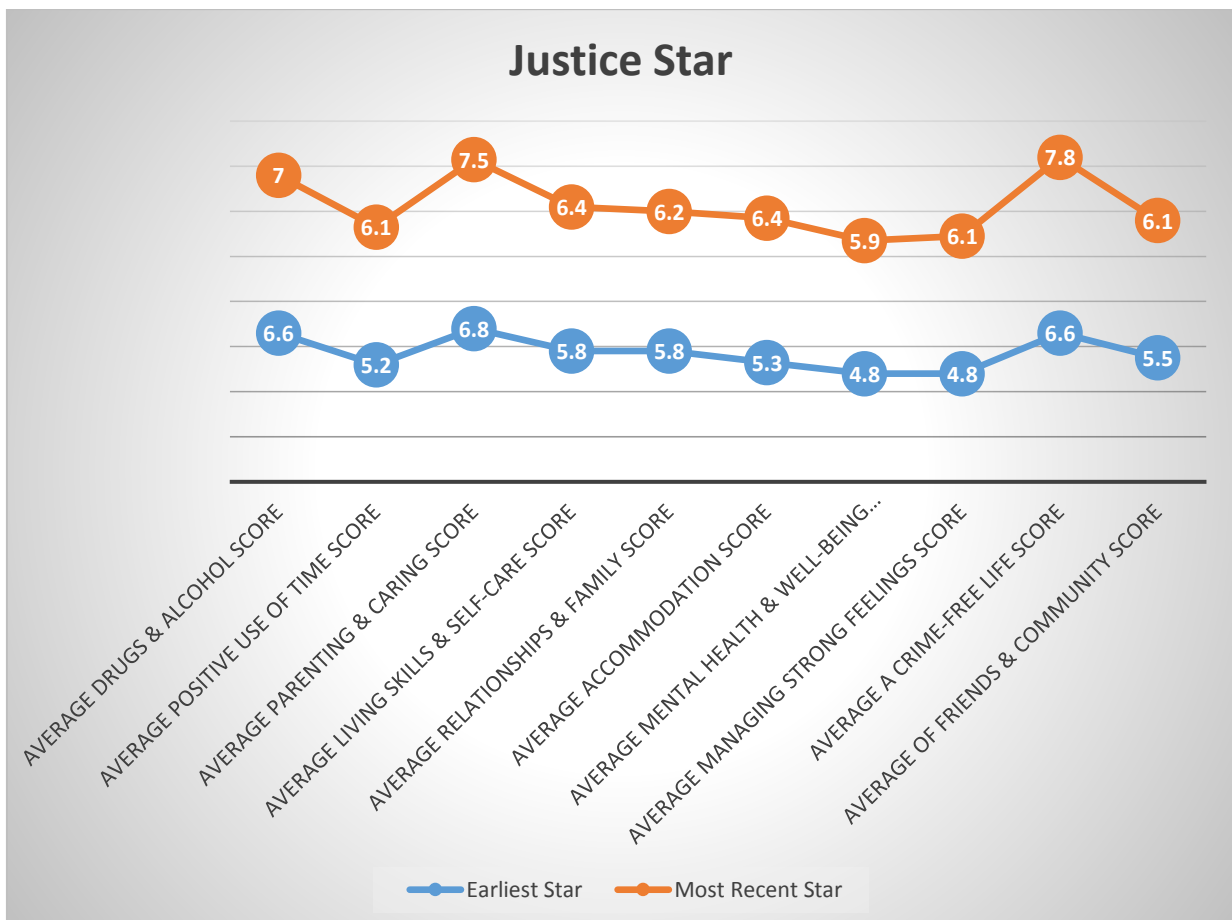
We know that the impact of our campaigns makes a real difference to the women we work with feeling seen and heard. This has never been more important than during the pandemic when we had a key role in highlighting the plight of people in prison and their families.

Throughout the year, the use of the Justice Star monitoring tool has been extended across WIP as a means of measuring impact, outcomes and 'distance travelled'. The Justice Star is divided into the ten outcome areas: Accommodation; Living skills & Self-care; Mental health & Well-being; Friends & Community; Relationships & Family; Parenting & Caring; Drugs & Alcohol; Positive use of time; Managing strong feelings; A crime-free life.

Supported by their key worker, women agree where they see themselves on a scale of 1-10 for each outcome area. The exercise is repeated every three months in order to measure progress. The scales of the Justice Star are:

1-2: Stuck, 3-4: Accepting help, 5-6: Motivated and taking responsibility, 7-8: Learning what works
 9-10: Self-reliance

The table below shows the average levels of 'Justice Star' improvements across WIP services, as reported by our clients.



Women in Prison Ltd

**Report of the Trustees
for the year ended 31 March 2021**

“I just wanted to say thank you – I have learnt so much from seeing you and my life is so different now. I have been working in a full-time job since January which I never thought I’d be able to do and I just got my keys to my first ever flat. You taught me so much in my short time seeing you and I’m really grateful for it. I don’t resort to anger and violence anymore. Don’t get me wrong I’m still learning about myself, but I have been in a healthy relationship for over a year now and I don’t think I would’ve got this far if it wasn’t for your help and the confidence in myself you gave me, so I just wanted to say thank you.”

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

4. OUR FUTURE PLANS

We are determined to make our achievements and experiences of the pandemic serve as a foundation for transforming our own organisation and the system in which we operate. We are going into this financial year in a stronger financial position than for many years. This is the result of our funders' continued support and our management of resources that kept to the commitment to strengthen our reserves position, ensure cost recovery and diversify funding streams as far as possible.

We have updated our interim strategy for this year in preparation for a new, three-year strategy beginning in 2022. This will be directed by an expanded Board of Trustees (that has gained newly recruited members, partly thanks to our partnership with the Beyond Suffrage programme) and under the leadership of two Co-Chairs of Trustees when our current Chair steps down later in 2021.

We have strengthened our staff team leadership by appointing a Head of Campaigns and Public Affairs, a Head of Women's Centres and Safeguarding and a new Deputy CEO (who started in June 2021). The development of our management and staff team will continue in the year ahead, to include a refreshed induction and an updated training and development programme, following our autumn 2021 staff culture survey.

We are now mid-way through an action plan to address Equality, Diversity and Inclusion in all elements of our work and to build a culture of welcome, anti-oppression, anti-racism and trauma-responsiveness which shares power across our staff team and with women with lived experience of prison and the criminal justice system. We have learned how long real change takes and how important it is that we follow our values, including learning from failure and using such learning as an opportunity to renew our efforts and begin again. This plan and our dedication to long-term culture change are at the heart of our strategy planning.

Central to our future will be building on the partnerships we have so successfully strengthened during lockdown, particularly with partners in the specialist women's sector. We believe that our ability to 'speak truth to power' about issues affecting some of the most marginalised and silenced people in our communities, whilst providing frontline specialist support in prisons and communities, will be more important than ever before.

We expect the numbers of women needing support and the complexity of the needs and disadvantages they face to increase significantly in the wake of Covid-19. We are already seeing evidence of this in our services and those of our partners providing women's centres and other specialist support. We know that, to meet the challenges this brings, our strategy has to strengthen the way that our services and campaigns build on each other in order to ensure that the five key values of trauma-responsive practice are central to everything we do - Safety (emotional and physical); Empowerment; Trustworthiness; Choice; Collaboration.

We do not underestimate the challenges ahead, including those presented by the Government's sentencing and prison building proposals. We are clearer and more confident about who we are and what we have to do to change and to maximise our impact – Change, Connection and Collaboration will be our focus.

Report of the Trustees
for the year ended 31 March 2021



Change – Changing our organisational culture, so that we can maximise our impact on systemic change and lead by example, with practice that has trauma-responsiveness, feminism, social justice, anti-racism and anti-oppression at its heart.

Connection – Connecting, and re-connecting in the wake of the pandemic, with one another as a team of trustees, staff and volunteers, and with the women we work with in prisons and communities - with a focus on a truly trauma-responsive approach in all we do.

Collaboration – Building on these connections to create strong, lasting collaborations so that power is shared at all levels of our organisation and in all our work, particularly with women with lived experience of the criminal justice system. This includes strengthening the alliances and coalitions we have built during the pandemic.

We are an organisation ready to begin a new era of service delivery and campaigning for change that truly reduces the harm of imprisonment, whilst creating the change needed in communities, so that every woman has access to the support she needs from the earliest stage possible.

Only this trauma-informed focus on the root causes of offending (including abuse, mental ill health, harmful substance use and poverty) will result in the stronger communities needed to drive change and end the harm of prison.

"I've felt like someone for once in my life had my back and you stood by me and guided me into some sort of normal life so thank you."

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

5. FINANCE AND GOVERNANCE

a) Delivering public benefit

All WIP's charitable activities are undertaken for public benefit in that they focus mainly on:

- Reaching out to provide supportive services to women affected by the criminal justice system, including those in prison and the community and those at risk of offending.
- Enabling women to develop appropriate and sustainable exit strategies from patterns of offending, thus reducing the cost to the public purse of both offending and criminal justice responses.
- Contributing to local, national and international debate, research and policy development on women affected by the criminal justice system.

WIP's trustees have consistently complied with the duty to have due regard to the public benefit, as mentioned in the section 17 of the Charities Act guidance published in 2011 by the Commission.

b) Structure, governance and management

The Charity is constituted as an incorporated charitable trust and is governed by a Memorandum and Articles of Association dated 6th November 2008. The provisions of the governing document have been complied with during the year under review.

Overall governance of the charity is the responsibility of the trustees; however the day-to-day running of the charity is delegated to the senior management team. The CEO was in post throughout the year. Following the resignation of the Head of National Service Delivery, the management team was reorganised and currently comprises Chief Executive Officer, Deputy CEO, Head of Campaigns and Public Affairs, Head of Women's Centres and Safeguarding, Head of Finance and Governance and Head of Prison Partnerships and Participation.

The Charity was supported by existing funders and commissioners during the year, as it responded to challenges presented by Covid-19. Ongoing funding for services was not affected and additional Covid-19 funding was available in the short term. The Charity applied for - and was granted - additional funds to support women directly and to upgrade technology to enable working from home.

The pay of all staff is subject to annual increments. A full organisational salary review is underway that will benchmark salaries against pay levels in other comparable charities, and provision for a pay review has been included in the cost forecast for the current year.

The Board has reviewed the funding and costs plans for the year ahead and considers the Charity can continue to operate as a going concern.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2021

The WIP Board underwent some changes in the year, with the Vice Chairs both retiring in succession, some six months apart. New trustees have been recruited through an open recruitment process that included short listing and interviews, to ensure the Board had the skills required and improved the diversity of board membership. New trustees have undergone a comprehensive induction process covering their role and responsibilities and the provision of relevant governance documents including Board minutes and the Charity Commission's guidance on the duties of trustees.

Volunteers include peer mentors in prison and in the community, volunteer counsellors in the Women's Support Centre in Woking, women on Release on Temporary Licence (RoTL), volunteer receptionists at our women's centres and those working on our campaigns. Volunteer numbers averaged 15 during the year (compared to 20 in year ending in March 2020).

c) Risks and mitigation

In the wider framework in which WIP operates, there is considerable uncertainty, including on funding, such as co-commissioning arrangements from June 2021 for the delivery of services for women linked to probation supervision in London. This will continue to put a significant strain on the charity sector in key areas of service delivery. WIP will pay close attention to developments that will require continuous assessment of both risks and potential opportunities.

At present, trustees consider these to be the most significant risks facing the charity.

Risk Identified	Actions taken to mitigate risk
Skills and staffing gaps at all levels.	Review of organisational structure to ensure that roles and responsibilities are clearly defined, with relevant skills and experience set out in job descriptions. Work on both remuneration strategy and organisational culture to ensure that WIP remains a desirable employer in a highly competitive market. Recruiting and reorganising to fill skills gaps.
Contract delivery	Recruitment and training to ensure adequate resourcing. Regular communication with commissioners to agree priorities and keep up-to-date on delivery and current challenges. Plans in place to meet information security requirements.
Funding streams not adequate for service delivery or organisation development.	Applications for additional funding from trusts and foundations. Campaigning for sustainable core funding and fundraising for unrestricted funds and regular giving.
Data protection, information and security systems breaches.	Cloud-based services, review and updating of policies and procedures on data protection, privacy and confidentiality. Review of information security framework and associated technology support to secure IASME accreditation for 2022.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

d) Financial review

Income in 2021 increased by £421,523, and expenditure increased by £25,960. The result for the year was a surplus of £475,327 compared to a surplus of £79,764 in 2020. Overall reserves increased by £475,327. Restricted reserves increased by £309,953 as project expenditure proved less than anticipated as a direct result of Covid-19. Unrestricted reserves improved by £165,374. This has been a consequence of specific additional grants for core funding and continued recovery of core costs. Overall reserves as a proportion of income have improved to 39.1% from 25.8%.

e) Reserves policy and investment

The charity does not hold sufficient funds to develop investments, aside from short-term cash deposits. The Board has examined the charity's requirements over the period of the report, in the light of the main risks to the organisation. The Board is aiming to operate with sufficient reserves for between three and six months of normal expenditure, and notes that this has been achieved. The Board also considers that, in the event of the charity being unable to continue operations, many of its women's support services could be transferred to local authorities or other service providers as on-going operations, along with any restricted funding associated with those projects.

Total operational costs, including all service provision for the first three months of the following financial year, are £462,127 (2020: £472,198).

At the year-end, the charity held reserves in total of £1,090,620 (2020: £615,293), of which £461,684 (2020: £151,731) were restricted. Unrestricted reserves were £628,936 (2019: £463,562).

f) Fundraising

Existing funders have been incredibly supportive throughout the Covid-19 lockdown, providing accelerated grant payments and additional funds to support staff wellbeing. We have also agreed with them extended periods for contract delivery where staffing issues have delayed mobilisation. The Ministry of Justice established a fund of £2.5m to support core costs for the women's sector, albeit through a competitive bidding process in each region, and we were successful in our application.

Our fundraising goals this year are to develop and extend funding streams for services, particularly those in health-related projects and in Manchester, where we are experiencing a noticeable increase in demand for our services. We will continue to strengthen our core funding streams over the longer term, so as to ensure that both our organisational development capability and campaigns team are fully funded. This is in addition to the ongoing work of securing stable, longer term funding for our services based in Manchester, London and in prisons. The new service delivery model for services directly commissioned by the Ministry of Justice started in Surrey and South London in June 2021.

The support we receive from our funders for campaigns and for core activities is invaluable. Barrow Cadbury Trust, Bromley Trust, Esmée Fairbairn Foundation, The Henry Smith Charity, Jabbs

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2021

Foundation, Lloyds Bank Foundation Sisters Trust and Tudor Trust have provided sustained help and guidance throughout the year.

WIP does not use commercial fundraisers or third parties to assist with fundraising. Our main sources of funding are through delivery to grants' and contracts' terms, and through the support of charitable trusts and foundations. Our individual giving is managed through Enthuse (formerly Charity Checkout) and JustGiving, and our fundraising activities do not include making unsolicited contact with potential donors. WIP has not received any complaints regarding said activities and has followed practice in line with GDPR in terms of contact with individual donors.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2021

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards 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 presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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.

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.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our Trustees' Annual Report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as directors, in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approval

This Report was approved by the trustees on 10 November 2021 and by order of the trustees, signed on their behalf by:

Jo Ryan

Chair of Trustees, Women in Prison Ltd (a company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

Independent auditor's report to the members of Women in Prison Limited

Opinion

We have audited the financial statements of Women in Prison Limited for the year ended 31 March 2021 which comprise the Charitable Company Statement of Financial Activities, the Charitable Company Balance Sheet, the Charitable Company Cash Flow Statement 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 March 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' Annual 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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

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' Annual 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' Annual Report have been prepared in accordance with applicable legal requirements.

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' Annual 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 17, 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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF WOMEN IN PRISON LIMITED

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, GDPR, health and safety regulations and employment law, 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) and 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:

- 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;
- Reviewing the controls and procedures of the charity relevant to the preparation of the financial statements to ensure these were in place throughout the year, including during the Covid-19 remote working period;
- 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

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. 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
17 November 2021

10 Queen Street Place
London
EC4R 1AG

Women in Prison Ltd

Statement of Financial Activities
(including income and expenditure account)
for the year ended 31 March 2021

	Notes	Unrestricted Fund 2021 £	Restricted Fund 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME:					
Donations		17,511	8,027	25,538	33,519
Charitable activities	2	95,815	2,679,797	2,775,612	2,346,096
Investment income		-	-	-	12
TOTAL INCOME		113,326	2,687,824	2,801,150	2,379,627
EXPENDITURE:					
Cost of fundraising		-	-	-	570
Expenditure on charitable activities	3	-	2,325,823	2,325,823	2,299,293
		113,326	2,325,823	2,325,823	2,299,863
Net Income/(Expenditure)		113,326	362,001	475,327	79,764
Transfers between Funds		52,048	(52,048)	-	-
NET MOVEMENT IN FUNDS		165,374	309,953	475,327	79,764
RECONCILIATION OF FUNDS					
Funds brought forward at 1 April 2020	10/11	463,562	151,731	615,293	535,529
Funds carried forward at 31 March 2021	10/11	628,936	461,684	1,090,620	615,293

There were no recognised gains or losses for 2021 or 2020 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 24 to 37 form part of these financial statements.

Full comparatives for the year ended 31 March 2020 are shown in note 15.

Women in Prison Ltd
Company number: 05581944

Balance Sheet
as at 31 March 2021

	Notes	2021	£	2020	£
CURRENT ASSETS:					
Debtors	8	77,778		33,521	
Cash at bank and in hand		<u>1,246,403</u>		968,268	
		1,324,181		1,001,789	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	9	<u>(233,561)</u>		<u>(386,496)</u>	
NET CURRENT ASSETS:			<u>1,090,620</u>		<u>615,293</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u><u>1,090,620</u></u>		<u><u>615,293</u></u>
FUNDS:					
Unrestricted income fund	10	628,936		463,562	
Restricted income fund	10/11	<u>461,684</u>		<u>151,731</u>	
TOTAL FUNDS			<u><u>1,090,620</u></u>		<u><u>615,293</u></u>

The notes on pages 24 to 37 form part of these financial statements.

The financial statements were approved by the Board of Trustees on 10 November 2021 and signed on its behalf by:

Jo Ryan

Chair of Trustees

Grace Stevens

Trustee and Treasurer

Women in Prison Ltd

Statement of Cash Flows
for the year ended 31 March 2021

		2021 £	2020 £
Cash provided by operating activities	A	<u>278,135</u>	<u>210,251</u>
Increase in cash and cash equivalents in the year	B	278,135	210,251
Cash and cash equivalents at the beginning of the year		<u>968,268</u>	<u>758,017</u>
Total cash and cash equivalents at the end of the year		<u>1,246,403</u>	<u>968,268</u>
A) Reconciliation of net movements in funds to net cash flow from operating activities		2021 £	2020 £
Net income for year		475,327	79,764
Decrease (increase) in debtors		(44,257)	(17,020)
Increase (decrease) in creditors		<u>(152,935)</u>	<u>147,507</u>
Net cash provided by operating activities		<u>278,135</u>	<u>210,251</u>
B) Analysis of cash and cash equivalents	As at 1 April 2020 £	Cashflow £	As at 31 March 2021 £
Cash in hand	<u>968,268</u>	<u>278,135</u>	<u>1,246,403</u>
Total cash and cash equivalents	<u>968,268</u>	<u>278,135</u>	<u>1,246,403</u>
C) Analysis of net debt	As at 1 April 2020 £	Cashflow £	As at 31 March 2021 £
Debt due within one year	<u>386,496</u>	<u>(152,935)</u>	<u>233,561</u>
Total debt	<u>386,496</u>	<u>(152,935)</u>	<u>233,561</u>

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2021

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:

a) General Information

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 05581944) and a charity registered in England and Wales (charity number: 1118727). The charity's registered office is 2nd Floor, Elmfield House, Stockwell Mews, London, SW9 9GX.

b) Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2020) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2016) and the Companies Act 2006. All amounts are expressed in GB sterling (£).

Women in Prison Ltd meets the definition of a public interest entity under FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

c) Preparation of the accounts on a going concern basis

In the opinion of the trustees, the charity remains a going concern and, accordingly, the financial statements have been prepared on a going concern basis. Covid-19 has not, as yet, had an adverse effect on our financial position with funders and commissioners continuing their support, particularly around cash flow. There are significant challenges ahead arising from ending of a number of central government grant programmes, and the renationalisation of probation services. Women in Prison is part of networks of women's support services which are tendering for this new central government funding.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2021

the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time provided by volunteer workers is not recognised; the Trustees' Annual Report provides information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in expenditure in the period of receipt.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity that the trustees have decided, at their discretion, to set aside to use for a specific purpose. Restricted funds are grants and donations that the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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 are an estimate of time spent, together with any direct costs incurred.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs that support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs are allocated to grant funded projects on the basis of the agreement made with the funder.

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2021

i) Operating leases

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight-line basis over the term of the lease.

j) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans that are subsequently measured at amortised cost using the effective interest method.

k) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset category

Office equipment – 20% straight-line

l) 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.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) 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.

o) Estimates and judgements

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The trustees consider that there are no material estimates or judgements within the accounts.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2021**

p) 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 FRS102.

Pension scheme

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

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2021

2. INCOME FROM CHARITABLE ACTIVITIES

RESTRICTED	2021 £	2020 £
<i>In Women's Prisons</i>		
Aldo Trust	-	3,500
Central & NW London NHS Foundation Trust	86,294	80,486
National Lottery	-	40,886
HMP Foston Hall	53,457	53,457
Greater Manchester Women's Support Alliance	29,772	86,803
<i>Community Based</i>		
Oxleas NHS Foundation Trust	-	46,404
National Lottery Community Fund	165,630	55,559
City Bridge Foundation	145,500	-
NHS England	154,295	-
Lambeth Council and MOPAC (<i>South London Alliance</i>)	855,231	1,055,939
Advance Charity	34,067	-
London Community Foundation	30,000	-
Sutton Council	15,190	-
WomenMATTA project funding	152,786	150,635
Manchester City Council	39,620	39,620
Comic Relief	33,388	47,782
Woking Borough Council (<i>including contribution in kind</i>)	291,196	284,766
Surrey PCC	75,620	52,380
Surrey CC Public Health	50,000	40,000
Charles Hayward Foundation	25,000	25,000
Ministry of Justice	142,916	-
Surrey Community Foundation	-	3,000
Grants for service users	13,028	4,976
<i>Campaigns and core funding</i>		
Barrow Cadbury Trust	31,500	36,500
Bromley Trust	10,000	10,000
Comic Relief	105,607	52,313
The Henry Smith Charity	48,700	16,233
Jabbs Foundation	20,000	20,000
Kent PCC	-	10,000
Lloyds Bank Foundation	46,000	18,000
Triangle Trust	25,000	-
Trust for London	-	30,300
Total restricted income	<u>2,679,797</u>	<u>2,264,539</u>

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2021

INCOME FROM CHARITABLE ACTIVITIES (continued)

	2021	2020
UNRESTRICTED	£	£
Esmée Fairbairn Foundation	45,000	30,000
EG Culture	-	17,000
Sisters Trust	20,000	30,000
Tudor Trust	27,000	-
Other income	<u>3,815</u>	<u>4,557</u>
Total unrestricted income	<u>95,815</u>	<u>81,557</u>
Total income from charitable activities	<u>2,775,612</u>	<u>2,346,096</u>

The Aldo Trust

Grant provides money for distribution to women in prison who do not have access to monetary support. As in previous years, each grant is limited to no more than £25 per woman and is to cover basic needs.

Central & North West London NHS Foundation Trust

Grant funds 'Through-the-Gate' services offered to HMP Bronzefield residents who experience significant and enduring mental health needs. It supports them in their preparation for release, on their day of release and then on an on-going basis back in their communities. The service is available to women returning to any location in the South East of England.

HMP Foston Hall (CARE Project)

Grant funds a programme for women in prison with a history of violence and complex needs who may have difficulties engaging in and benefiting from treatment. The grant ended 31 March 2021.

Greater Manchester Women's Support Alliance (GMWSA)/Stockport Women's Centre

The Alliance coordinator provides strategic networking and oversight of the Alliance's work. Funding also went toward WomenMATTA.

National Lottery Community Fund (Healthy Foundations)

New grant funds the development of health-related projects. Advocates provide information and advocacy about healthcare and wellbeing, and support women to access healthcare services in the community, following release from prison.

City Bridge Foundation and NHS England (Bluebird)

Joint funders of a project that works across London to meet the additional needs of women on probation who meet particular criteria.

Lambeth Council and MOPAC

Grant funds the Beth Centre and South London Alliance - women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon and Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area.

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2021

Using funding from Mayor's Office of Policing and Crime (MOPAC) and other local authorities as part of the London Crime Prevention Fund, Lambeth funded a three-year programme, based in six south London boroughs, of localised support for women. This project has been extended until June 2022 and now covers the two further boroughs of Bromley and Merton.

WomenMATTA project funding

Funded by **Cheshire and Greater Manchester CRC, Greater Manchester Combined Authority and GMWSA**. The women's centre provides one-to-one and group support, advocacy and advice to Manchester and Trafford women at point of arrest (via the Greater Manchester Police Triage Scheme); serving community orders; on release from prison; and those considered 'at risk of offending' by nature of unmet support needs.

Manchester City Council

Grant is a contribution to WomenMATTA, which funds a specific project worker who supports the 'at risk of' offending cohort, and the weekly community drop-in that includes a rolling timetable of activities aimed to reduce the social isolation, improve the mental health and wellbeing, financial circumstances and employability of women attending. The grant also funds the delivery of WIP's one-day 'Working with Women in the Criminal Justice System' training to external services and professionals.

Comic Relief (*Healthy Foundations Manchester*)

Grant to fund a specialist domestic violence service in WomenMATTA. Funding ended early 2021 and a bid to continue with an enhanced project with additional parenting resources was shortlisted but ultimately not successful.

Woking Borough Council (*Women's Support Centre*)

Commissions WIP to run the Women's Support Centre offering support across Surrey to women whose individual circumstances or experiences have placed them at risk of exploitation, victimisation or involvement in the criminal justice system. The whole service was transferred to Woking Borough Council in March 2021.

Surrey Police and Crime Commissioner

Grants fund a county-wide worker to provide a support package to women diverted out of the criminal justice system, to reduce offending and improve their life outcomes, as well as support for counselling services. The grant entitlements were transferred to Woking Borough Council in March 2021.

Surrey County Council Public Health

Grant funds work in the Women's Support Centre, Woking, Surrey, offering services in the community relating to specialist substance misuse. The grant entitlement was transferred to Woking Borough Council in March 2021.

Ministry of Justice

New funding received toward core costs for the final months of the year, following a competitive process.

Grants for Service Users

Grant for individual cases, as funds permit.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2021**

Barrow Cadbury Trust

Two grants were made during the year, both of which supported the campaigning activities of Women in Prison, including strengthening women's voices, in our campaigns to reduce the women's prison population and build the women's centre movement.

Bromley Trust

Grant awarded for policy and campaigning work.

Jabbs Foundation

Grant awarded for campaigning work and work with magistrates.

Comic Relief

Grant is funding for campaigns to amplify the voices of Women's Centres across the country, improving recognition of the women-centred services available and making the case for sustainable funding.

Lloyds Bank Foundation

Grant awarded to develop influencing strategies in partnership with other women's centres.

Triangle Trust

Grant awarded for development of National Women's Justice Coalition.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2021**

3. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	2021 £	2020 £
Staff costs including training and development	1,591,379	1,462,473
Subcontracted services and in-kind contributions	295,488	416,288
Programme and direct costs	179,715	205,442
Office costs	136,445	86,254
Premises costs	73,120	88,870
Professional fees and consultants	34,277	31,707
Governance (note 4)	15,399	8,829
	2,325,823	2,299,293

Support costs included in charitable expenditure

	2021 £	2020 £
Staff costs including training and development	137,879	197,197
Programme and direct costs	12,856	24,906
Office costs	34,625	26,230
Premises costs	36,521	47,830
Professional fees and consultants	20,654	28,108
Governance	9,807	8,815
	252,342	333,086

4. ANALYSIS OF GOVERNANCE COSTS

	2021 £	2020 £
Audit fee	8,910	8,100
Management committee expenses	6,489	729
	15,399	8,829

5. NET INCOME FOR THE YEAR

	£	£
This is stated after charging auditors' remuneration: inclusive of VAT		
Audit	8,910	8,100

Women in Prison Ltd

Notes to the Financial Statements for the year ended 31 March 2021

6. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2021	2020
	£	£
Salaries and wages	1,270,955	1,233,889
Social security costs	110,165	105,411
Pension costs	73,981	64,167
Temporary staff and subcontractors	68,533	15,631
Other personnel costs	67,745	43,375
	<u>1,591,379</u>	<u>1,462,473</u>

No employees received remuneration in excess of £60,000 (2020: £60,000). The charity makes administrative contributions of £73,981 to a stakeholder pension scheme for 51 qualifying staff members (2020: £64,167 for 49).

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2020: £nil). Expenses incurred by trustees for travel or other expenses during the year amounted to £220 (2020: £629). Trustee donations during the year totalled £ 620 (2020: £1,280).

Staff redundancy payments in the year totalled £10,432 (2020: £Nil). The key management personnel of the charity during the year comprised the trustees, the Chief Executive, the Head of National Service Delivery, and the Head of Finance and Governance. The total employee benefits of the key management personnel of the charity were £135,084 (2020: £130,974).

Average staff numbers during the year were 53 (2020: 55). Average full time equivalents during the year were 44 (2020: 44).

Volunteers include peer mentors in prison and in the community, volunteer counsellors in our women's centre in Woking, women on Release on Temporary Licence (RoTL) and those working on our campaigns. Volunteer numbers averaged 15 during the year (2020: 20).

7. CORPORATION TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2021

8. DEBTORS

	2021	2020
	£	£
Trade debtors	61,402	24,775
Prepayments and accrued income	10,962	2,287
Other debtors	5,414	6,459
	<u>77,778</u>	<u>33,521</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	93,490	102,093
Taxation and social security	24,615	24,623
Accruals and deferred income	115,456	259,780
	<u>233,561</u>	<u>386,496</u>

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2021)

	Net Current Assets £	Total 2021 £	Total 2020 £
Unrestricted funds	628,936	628,936	463,562
Restricted funds	461,684	461,684	151,731
Net assets	<u>1,090,620</u>	<u>1,090,620</u>	<u>615,293</u>

COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS (2020)

	Net Current Assets £	Total 2021 £	Total 2020 £
Unrestricted funds	463,562	463,562	350,825
Restricted funds	151,731	151,731	184,704
Net assets	<u>615,293</u>	<u>615,293</u>	<u>535,529</u>

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2021**

11. RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust, to be applied to specific purposes. Descriptions of individual funds are set out in Note 2.

	Balance at 1 April 2020	Income	Expenditure	Transfers (to) from unrestricted	Balance at 31 March 2021
South London Women's Hubs	55,363	622,681	(626,217)	-	51,827
Bluebird Project	(9,877)	299,795	(163,057)	-	126,861
Woking Council WSC	25,157	269,539	(238,413)	-	56,283
Beth Centre	11,934	232,550	(210,607)	-	33,877
National Lottery	17,068	165,630	(144,294)	-	38,404
WomenMATTA	-	150,915	(150,915)	-	-
Comic Relief Power Up	29,127	105,607	(111,914)	-	22,820
CNWL NHS Foundation Trust	-	86,294	(86,294)	-	-
Other restricted funds	22,959	754,813	(594,112)	(52,048)	131,612
TOTAL RESTRICTED FUNDS	151,731	2,687,824	2,325,823	(52,048)	461,684

RESTRICTED FUNDS – Previous year comparison

	Balance at 1 April 2019	Income	Expenditure	Transfers (to) from unrestricted	Balance at 31 March 2020
South London Women's Hubs	23,746	692,675	(651,127)	(9,931)	55,363
Woking Council WSC	16,658	257,010	(246,872)	(1,639)	25,157
Beth Centre	27,030	212,550	(227,646)	-	11,934
National Lottery	-	55,559	(38,491)	-	17,068
WomenMATTA	3,123	152,034	(155,157)	-	-
Comic Relief Power Up	-	52,313	(23,186)	-	29,127
VRU Parenting Project	-	145,500	(145,500)	-	-
CNWL NHS Foundation Trust	-	80,486	(80,486)	-	-
GMWSA	-	86,803	86,803	-	-
HMP Foston Hall	-	53,457	(53,457)	-	-
Other restricted funds	114,147	478,809	(590,568)	10,694	13,082
TOTAL RESTRICTED FUNDS	184,704	2,267,196	(2,299,293)	(876)	151,731

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2021

Transfers between funds

Where restricted funds provided were less than the costs of discharging the service, the deficit was met from unrestricted funds. Surpluses and grants relating to funds already expended were transferred to unrestricted funds.

12. COMMITMENTS

At 31 March 2021, the company had commitments under non-cancellable operating leases

	2021	2020
	£	£
Operating leases that expire:		
Within one year	1,474	706
Within two to five years	1,665	1,411
	3,139	2,117

13. RELATED PARTY TRANSACTIONS

There are no related party transactions to report.

14. FINANCIAL INSTRUMENTS

	2021	2020
	£	£
Financial assets at amortised cost	1,332,181	1,001,789
Financial liabilities at amortised cost	233,561	386,496

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2021

15. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITY

	Notes	Unrestricted Fund	Restricted Fund	Total Funds
		2020 £	2020 £	2020 £
INCOME:				
Donations		30,862	2,657	33,519
Charitable activities	2	81,557	2,264,539	2,346,096
Investment income		12	-	12
TOTAL INCOME		112,431	2,267,196	2,379,627
EXPENDITURE:				
Cost of fundraising		570	-	570
Expenditure on charitable activities	3	-	2,299,293	2,299,293
		570	2,299,293	2,299,863
Net Income/(Expenditure)		111,861	(32,097)	79,764
Transfers between Funds		876	(876)	-
NET MOVEMENT IN FUNDS		112,737	(32,973)	79,764
RECONCILIATION OF FUNDS				
Funds brought forward at 1 April 2019	10/11	350,825	184,704	535,529
Funds carried forward at 31 March 2020	10/11	463,562	151,731	615,293