

**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**

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**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](http://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.<sup>1</sup>
- At the end of December 2024, there were 22,121 women being supervised by the Probation Service.<sup>2</sup>

### **Ongoing mental health crisis among women in the criminal justice system**

- Four women took their own lives in prison in 2024.<sup>3</sup>
- One in three women in prison were self-harming in 2024.<sup>4</sup>
- Women are more likely to report mental health issues on entry into prison than men, 53% to 31%.<sup>5</sup>

<sup>1</sup> Prison Population Data, Ministry of Justice

<sup>2</sup> Probation Data, Ministry of Justice

<sup>3</sup> Safety in Custody Quarterly Statistics, Ministry of Justice

<sup>4</sup> Safety in Custody Quarterly Statistics, Ministry of Justice

<sup>5</sup> 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.<sup>6</sup>
- Nearly two thirds of women in prison have a history that suggests brain injury, often the result of domestic abuse.<sup>7</sup>

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

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

### Outcomes for women leaving custody

- 44% of women leaving prison are reconvicted within one year.<sup>11</sup>
- 13% of women were homeless or rough sleeping on release from prison in the year to March 2024.<sup>12</sup>
- Only 10% of women were in employment six weeks after release from prison.<sup>13</sup>

## 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

<sup>6</sup> Ministry of Justice. (2018). Female Offender Strategy

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

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

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

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

<sup>11</sup> House of Lords written question HL1566, 30 January 2024.

<sup>12</sup> Offender Accommodation Outcomes, Ministry of Justice

<sup>13</sup> 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, though 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 accredited<sup>14</sup> 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.

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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 **WomenMATTa** 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, WomenMATTa 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:

- **GoalsMATTa:** 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.
- **40<sup>th</sup> 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                       | • Harmful substance use |
| • Education                     | • Health                |
| • Employment                    | • Parenting Support     |
| • Finances, benefits, and debt  | • Court                 |
| • Exiting sex work/prostitution | • 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.

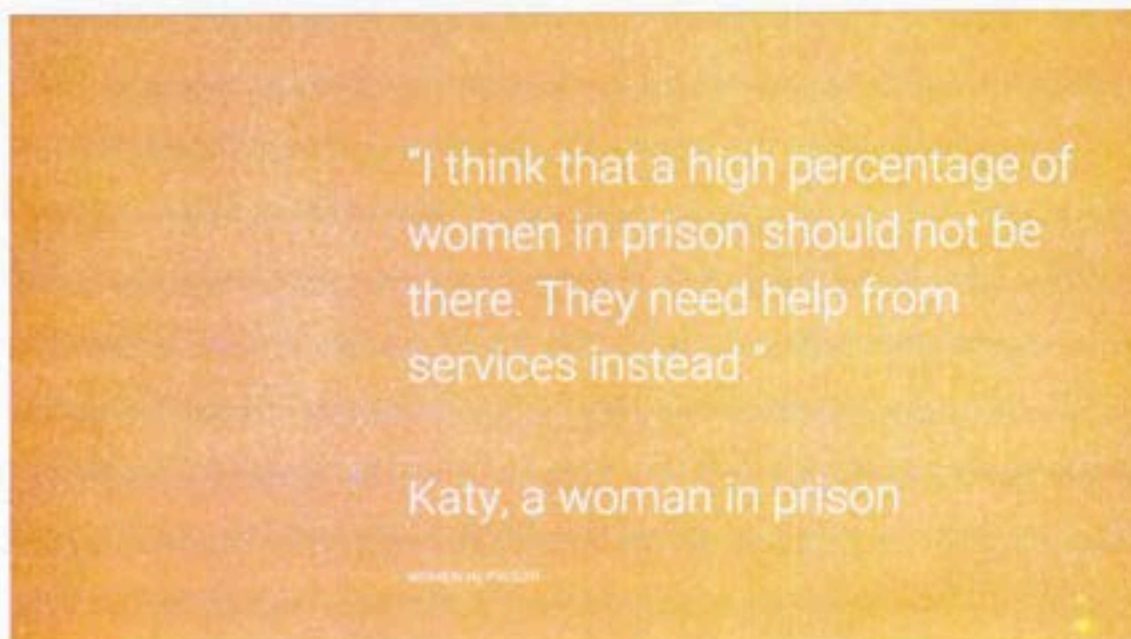
The campaign led with an open letter to government asking the Women's Justice Board to pay attention to the issue in partnership with Advance, Agenda Alliance, Hibiscus, Centre for Women's Justice, and Women's Aid. The open letter was co-signed by over 100 experts and organisations working in criminal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

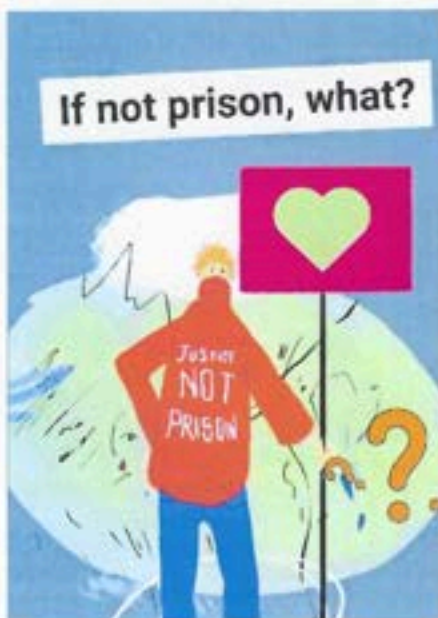
Women's lived experiences were central to our **digital communications**, where we amplified stories of challenge and resilience, calling for change across the justice system for women:

- 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 40<sup>th</sup> 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 Sidney 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
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.	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.
High staff turnover, resulting in increased workload for remaining staff, recruitment challenges, and potential loss of institutional knowledge.	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.



### **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.

Giving the current balance sheet position, (£1,525k 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.

#### **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

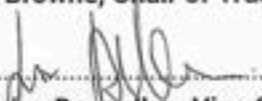
The trustees have taken all the steps that they ought to have taken as directors, in order to make themselves aware of any relevant audit information and to ensure that the auditor is aware of that information.

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

#### **Approval**

This Report was approved by the trustees on 20<sup>th</sup> 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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### **Use of our report**

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

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**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>2025 Total £</b>	<b>2024 Total £</b>
<b>Income from:</b>					
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
<b>Total income</b>		<b>395,601</b>	<b>3,423,269</b>	<b>3,818,870</b>	<b>3,369,285</b>
<b>Expenditure on:</b>					
Raising Funds	5	16,743	-	16,743	16,427
Charitable activities	6	134,691	3,313,945	3,448,636	3,029,549
<b>Total expenditure</b>		<b>151,434</b>	<b>3,313,945</b>	<b>3,465,379</b>	<b>3,045,976</b>
<b>Transfer between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>244,167</b>	<b>109,324</b>	<b>353,491</b>	<b>323,309</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	12/13	911,109	260,552	1,171,661	848,352
<b>Total funds carried forward</b>	<b>12/13</b>	<b>1,155,276</b>	<b>369,876</b>	<b>1,525,152</b>	<b>1,171,661</b>

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 £
<b>Current assets:</b>				
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>
<b>Liabilities:</b>				
Creditors: amounts falling due within one year	11	(393,200)		(469,934)
<b>Net current assets</b>			<u>1,525,152</u>	<u>1,171,661</u>
<b>Total net assets</b>	12		<u>1,525,152</u>	<u>1,171,661</u>
<b>The funds of the charity:</b>				
Unrestricted Funds	13		505,276	911,109
Restricted Funds	13		369,876	260,552
Designated Funds	13		650,000	-
<b>Total charity funds</b>			<u>1,525,152</u>	<u>1,171,661</u>

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

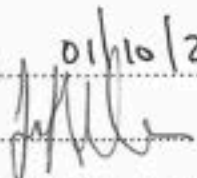
The financial statements have been prepared in accordance with the special provisions applicable for small companies regime under Part 15 of the Companies Act 2006.

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
<b>Prior Year</b>			<b>2024</b>
	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	-
WomenMATTa 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 &amp; 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	-
	-	-
<b>Total Restricted Income</b>	<b>3,420,023</b>	<b>3,030,423</b>
<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
<b>Total Unrestricted Income</b>	<b>304,272</b>	<b>287,000</b>
<b>Total income from charitable activities</b>	<b>3,724,295</b>	<b>3,317,423</b>

**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.

**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.

**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
	<b>2,338,542</b>	<b>1,965,487</b>

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
	<b>3</b>	<b>2</b>

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
	<b>595,453</b>	<b>277,768</b>



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
	<b>393,200</b>	<b>469,934</b>
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		<b>67,163</b>

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)
	<b>505,276</b>	<b>650,000</b>	<b>369,876</b>	<b>1,525,152</b>

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)
	<b>911,109</b>	<b>260,552</b>	<b>1,171,661</b>

## 13. Movement in Funds

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers (to)/from unrestricted £	Balance 31 March 2025 £
<b>Restricted Funds:</b>					-
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 - Unsensenced	-	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
<b>Women MATTA</b>	<b>17,075</b>	<b>346,026</b>	<b>(288,184)</b>		<b>74,917</b>
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)		-
<b>Restricted Donations</b>					
Anne Minto	-	3,000	-		3,000
Harry Crew	-	150	-		150
Women MATTA Cash Donation	-	96	-		96
<b>Individual Grants</b>					
Grants For Clients	-	5,219	-		5,219
Guildford Poyle Charities	-	241	-		241
<b>Total Restricted Funds</b>	<b>260,552</b>	<b>3,423,269</b>	<b>(3,313,945)</b>	<b>-</b>	<b>369,876</b>
<b>Designated Funds</b>					
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
<b>Total Designated Funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>650,000</b>	<b>650,000</b>
<b>Unrestricted Funds:</b>					
General Funds	911,109	395,601	(151,434)	(650,000)	505,276
<b>Total Funds</b>	<b>1,171,661</b>	<b>3,818,870</b>	<b>(3,465,379)</b>	<b>(650,000)</b>	<b>1,525,152</b>

## Movement in Funds - Previous year comparison

	Balance at £	Income £	Expenditure £	Transfers (to)/from £	Balance 31 £
<b>Restricted Funds:</b>					-
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
<b>Total Restricted Funds</b>	<b>235,045</b>	<b>3,027,661</b>	<b>(3,008,520)</b>	<b>6,366</b>	<b>260,552</b>
<b>Unrestricted Funds:</b>					
General Funds	613,307	341,824	(37,456)	(6,366)	911,109
<b>Total Funds</b>	<b>848,352</b>	<b>3,369,285</b>	<b>(3,045,976)</b>	<b>-</b>	<b>1,171,661</b>

## 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	-	-
	<b>4,865</b>	<b>4,865</b>

## Related Party Transactions

15. Related Party Transactions

Unrestricted donations from related parties	2025 £
Related Party Donations	18,560
	<b>18,560</b>

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.