

WE:ARE Women's Empowerment And Recovery Educators

England & Wales · Charity number 1123337

Details

Other names ALLENS CROFT PROJECT

Status Registered

Legal form Charitable company

Company number [06498953](#)

Registered 2008-03-27

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

Contact

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Brandwood Centre
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Activities

Objects: The Charity's Object is for the benefit of the public, the relief of need by the promotion of the physical, emotional and psychological well-being and safety of women and children who have suffered, been threatened with or are presently suffering from domestic violence and associated abuse including emotional, physical, mental, sexual, gender-based or financial abuse in the West Midlands.

Activities: The delivery of a pathway of trauma informed awareness, empowerment and parenting programmes enabling women to overcome the effects of their experiences, improving emotional safety and wellbeing, reducing risk of further harm and victimisation and heal from the impact of the abuse. The following programmes: Freedom Programme, Domestic Abuse Recovery Toolkit, You and me, Mum and ACEs.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment, Recreation, Other Charitable Purposes
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** BIRMINGHAM CITY
- Birmingham City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£162,653	£163,068	-	-
2024-03-31	£144,174	£108,973	-	-
2023-03-31	£156,867	£99,801	-	-
2022-03-31	£79,155	£125,208	-	-
2021-03-31	£202,095	£172,315	-	-

Trustees

Name	Role	Appointed
Dr Andrew Coward		2016-07-11
Joanne Godman		2020-03-26
Jonathan Guggenheim		2018-03-01
Susan Need		2020-09-09

WE:ARE Women's Empowerment And Recovery Educators

England & Wales - Charity number 1123337

Accounts

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2025

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Chair's report

Every day, as a GP, I hear stories from women about their experiences at the hands of their male abusers. They are psychologically tortured in their own homes and sometimes physically abused. Often they are then labelled by the NHS with various and often spurious diagnoses and mishandled and misunderstood by other statutory services including the family courts. Loneliness, isolation and self-loathing are often inevitable outcomes of both abuse and our societal response to it.

What a contrast to WE:ARE who respond by offering safety instead of fear, listening to stories rather than colluding with NHS disorders and socialising in contrast to isolation. Jacky, Donna and Kirsty celebrate every life and spread a riot of joy and laughter and happiness wherever they go, and it is completely infectious and healing. Everything they do is evidence based with a high level of thought and intellectualism.

I would like to congratulate and thank the National Lottery Committee Panel and our Lottery Officer Donna Adams who recognise this and fund us-long may our relationship continue!

I feel like a guest at the end of "Dessert Island Discs" when asked to name their favourite music out of all the pieces they have chosen. There is so much to celebrate it is hard to pick one thing out.

For me, though, it is the publication of the book- " Words from Warrior Women." A big shout out to Miss Yankey and these words from Lovely Laura.

" Being a woman means vulnerability in the wrong hands.

Superwoman when allowed to flourish,

I have crawled through the heinous swamp of a narcissist's mind.

I have walked over the lines.

I have always lived by a higher power.

I have run from the silent misery I was trapped in.

I have overcome the cruellest heartbreak while trying to pursue my ultimate dreams. I never stopped achieving.

Being a woman means resilience and strength."

Simply put this year WE:ARE with Jacky, Donna and Kirsty have helped women pursue their ultimate dreams.

Dr Andrew Coward
Chair

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Objectives and activities

April 1st 2024 - 31st March 2025

The activities of the charity during the past year are set out in the following paragraphs. At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

Objectives and activities

Our objectives aim to create a supportive environment for survivors to heal and rebuild their lives.

Empowerment: Helping survivors gain confidence and assertiveness through programmes and workshops.

Education: Providing information on safety strategies and coping mechanisms to reduce the risk of re-abuse.

Support: Offering information about partnership agencies to ensure survivors receive the necessary assistance.

Long-term recovery: Addressing the psychological and emotional needs of survivors to promote their overall well-being.

Prevention: Utilising all the above to help prevent revictimisation.

We meet our objectives through offering a pathway of trauma-responsive, psycho-education programmes alongside a range of workshops, volunteering opportunities, creative activities and opportunities for survivors to have their voices heard.

Achievements and performance

Management Commentary

Forward

What a special year it has been; launching our long-awaited poetry book 'Words from Warrior Women' and organising a big event celebrating our 21st Anniversary of Honouring Resistance. 21 years of supporting women's 'Space for Action' moving from victim to survivor to thriver.

Space for Action: In order to leave an abuser and move forward with their lives women need space for action, where the abuser's tactics become less effective and they have a supportive space to take positive action for their lives. (Kelly, 2003)

So often women are expected to leave and move on with their lives, but without 'Space for Action:' room for expressing and processing and going through the healing process this is very difficult. The programmes and activities we deliver support that journey to enable women to move forward and regain ownership of their lives once again.

One of the biggest impacts of domestic abuse is isolation and after breaking free it can be hard to reconnect and rebuild relationships with family, friends, the community and supportive organisations. The coming together of women with a common purpose can prevent further isolation in the longer term. The aftereffects of living with domestic abuse leaves many who contact us suffering from physical illnesses and emotional distress. Loneliness and isolation have been a major part of their life. Being part of a group setting, even online, brings new connections, a sense of belonging and a feeling of 'I'm not alone anymore' which mitigates the isolating tactics of the abuser and enables people to heal. WE:ARE all about longer term support through trauma-responsive psycho-educational programmes and connecting with others. Even after completing programmes women are still able to still connect through accessing our creative activities and workshops and are always welcome to

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Year ended 31 March 2025

drop-in to any Freedom Programme sessions when needed or in need of a refresher as healing isn't linear, there is no time limit. A research study our groups were involved in provided a new view of thriving post-abuse. The Thrivership Model was developed to illustrate what is required from services.

Provision of Safety A therapeutic environment, a trauma-responsive service, survivors having a 'safe space' to share their story.

Sharing the Story- through delivery of a pathway of programmes

Social Response- Women using their experiences to create positive change and improve the response other women get when seeking help from professionals.

This is our model and that is how women move from victim to survivor to thriver. We can't do this on our own and we have many thank-yous to those who support our mission.

Thank-yous and recognition

A big thank you to our new Lottery Officer Donna Adams who has met with our team and our groups on several occasions. It is vital for funders to get a real feel and understanding of the projects they fund and Donna truly does this. Reports can only do so much but spending time together and hearing from the voices of those who benefit is where the true understanding happens. Thank you Donna, for caring so much about our work.

Thank you to the National Lottery Committee panel who endorsed our application and funded us for 5 years.

Thank you to Local Giving Community Matters who funded the Own My Employability pilot.

Thank you to Scarlett Allen-Horten and Jess Phillips for their speaker fee donations and for giving their time to visit, speak with our groups and promote our project.

Thank you to Rachel Parkin and all at Brew Haha who fundraise for us each year and to all who have contributed through Local Giving. Every penny really does count towards programme resources. We have the best goodie bags and group resources thanks to those donations.

A massive thank you to Delightful Donna who has been a major part of WE:ARE for 20 years and is the life and soul of each session, thank you to Kick-Ass Kirsty who has completed her first year with us and who we could now not do without and thank you to our resident Artist Hollyz Artz for bringing a sense of togetherness and connection in a shared interest-that often grows into a passion.

Thank you to our amazing trustees who are there whenever we need advice, guidance and reassurance.

Most of all thank you to every warrior woman who calls, texts, emails, turns up, completes programmes, comes for only a few sessions, leaves and returns when they are ready, completes Evaluations or just likes or comments on our social media. We see you, we hear you and we are with you. Your words of wisdom in your Dear Friend Letters touch the hearts and minds of us and all who read them.

From Leaving To Healing Programme Pathway

258 women accessed our services throughout the year, either for information or to enrol in our programmes.

11 week Freedom Programme: We have two groups running every week: a morning group face to face and an evening group on Zoom. 8 programmes were delivered throughout the year. 209 women accessed the Freedom Programme; of those 107 completed the full 11 weeks; 20 attended 6 or more sessions and 87 attended between 1-5 sessions. Freedom Programme explores the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women

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

Year ended 31 March 2025

and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like. Everyone receives either a copy of the book 'Living With The Dominator' and the accompanying workbook or a pre-paid code to access them online.

"Knowledge is power and the freedom programme gives us women back our power after having it stripped by the abuser. It gives us a second chance in life, knowing what to look out for and knowing what we know now, how to avoid falling back into the same traps. It's given me a sense of community, not as helpless victims, but as warrior women."

"I recently completed the Freedom Programme, and it has been an eye-opening and powerful experience. The course provided in-depth knowledge about the different forms of domestic abuse, their impact on women. This course was a meaningful and empowering experience. I highly recommend it to anyone who wants to understand domestic abuse on a deeper level. The knowledge and compassion I gained will stay with me for a long time."

12 week Own My Life Programmes: 3 in-person programmes were delivered throughout the year. 42 women attended throughout the year with 34 women completing the full 12 weeks. The Programme is an innovative, creative, and educational course. It supports women in regaining ownership of their lives when they have been subjected to domestic abuse. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. The Own My Story Journal provides women with space for reflective practice and includes all the information provided throughout the course. This becomes an ongoing resource for women after the course has finished.

This is an amazing course and is truly helpful and has helped me to understand and come to terms with my feelings and emotions.

Women like myself who have experienced abuse and trauma from relationships need this group, it is a support network and is truly helpful for our healing.

It is a course which will change the lives of many through each attendee who gains an abundance of knowledge to share.

Thank you for making a difference to the suffering of women of domestic abuse. My brain was like scrambled eggs until I came to these courses. The power I feel now is amazing because I'm educated.

It is so desperately needed to help improve the lives of DV survivors and our children. Through courses like this, we can recover and feel ownership of our lives again.

The understanding. The self-belief and how it helps us to know our own mind's strengths, even mistakes.

Being in a group with warrior women, supporting each other, creating friendships and being able to take back ownership of my story was amazing.

Just a huge thank you for helping me own my life which I can also use to help my children too.

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

Year ended 31 March 2025

Achievements and performance *(continued)*

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6 week Own My Life Employability Programme (pilot): 2 in-person programmes were delivered throughout the year. 20 women took part with 18 women completing the full 6 weeks. The programme helps identify personal barriers to work & what is needed to overcome them. This is done through a range of videos, quizzes, scenarios discussions and personal reflection. It looks at healthy workplaces & how to deal with workplace issues, gain resources for navigating the challenges women face in the workplace, discover things about the brain which helps in life and getting a job, reflect on relationships and how they can help or hinder work opportunities and consider new mental health insights, enabling women to make better sense of their lives.

"It is a progressive decision to make and one that reaps rewards by supporting women to be the best versions of themselves as possible. I thoroughly enjoyed it. It was an action-packed and memorable six weeks that I would recommend to others."

"It's a great course if you're looking to get into employment or develop your confidence to advocate for yourself in the workplace. I did the course face to face. The facilitators are fantastic, and it was good to be in a group of women who were on the same journey as me. I found it powerful to learn about the physiological effects of abuse and understanding the long-term impacts on everyday life."

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

Year ended 31 March 2025

Achievements and performance *(continued)*

11 week Our Healing Home Programme: 2 programmes were delivered face to face. 30 women took part with 26 women completing the full 11 weeks. The programme supports mothers to safely explore the impact domestic abuse has had on themselves and their children and to gain new strategies for healing and repairing the relationship which has been undermined and sabotaged by the perpetrator. Weekly sessions consist of a range of group discussions, exercises and videos and further activities to do at home with their children.

"Our Healing Home, where do I start? Every course with WE ARE has been very supportive, and shown me understanding of many different things. However, our healing home has not only helped me learn and grow into a greater person but a better mother who is more available and able to understand my children as well as myself more. This programme has not only benefited me but my children too. The impact it has had on me it's amazing and I will always be grateful for all the work gone into this by the fantastic WE ARE team. From a Proud wonderful warrior woman, raising two wonderful warrior daughters."

"Our Healing Home has truly helped our home heal from the impact of domestic abuse, this is due to me now understanding my children's coping strategies, that their behaviours were forms of communication, that they needed to be able to express and process what they are feeling and why. I loved the stress model and understanding about the body and brain. I now respond instead of react and embrace their strategies for managing this far."

Our Art Group run by Hollyz Artz meets weekly on zoom 11am-2pm and also monthly face to face sessions in a local café for their 'Sip & Doodle' sessions and added sessions for special events such as Easter, Mother's Day, Galentines Day, International Women's Day etc.

"The art group lifts my mood a lot. It's something to wake up to on a Friday where we do fantastic art and have a good old chat which usually ends up in lots of laughter! Holly is such a fantastic teacher too. I would never have been able to paint if I didn't attend the classes. I have never painted before as I didn't know how, but now I do, thanks to Holly!"

"I very much value and appreciate being in the art group. I initially joined to help with my mental health after being in two long-term physically and mentally abusive relationships. I found an oasis of support and help. The process of making art with our wonderful tutor has been a life lifting experience. It's helped me with confidence and clarity. It's a calming and uplifting experience. This group and our tutor have helped me far more than the counselling I received from the NHS."

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

Year ended 31 March 2025

Achievements and performance *(continued)*

21st Anniversary Event

On September 20th, we held an event for agencies we have collaborated with over the years. Dr Coward opened the day by sharing how Jess Phillips introduced him to WE:ARE and how becoming Chair of the organisation changed his practice as a GP. Jacky then walked the audience through our 21-year history.

Maureen Connolly, CEO of Birmingham and Solihull Women's Aid, discussed the integrity of the project and highlighted the organisation's focus on supporting survivors. She noted that the team's efforts play a key role in the project's success.

Part 1 of Miss Yankey's presentation followed, during which she performed her poetry and discussed the process behind the creation of 'Words from Warrior Women' and its influence on her life.

Jess Phillips then spoke about initially meeting WE:ARE over a decade ago, her continued support since then, and her experiences of referring women to the programmes. Six volunteers assisted at the event, and Jess Phillips took time to speak with each of them afterwards.

After a lovely lunch two women who had taken part in our programmes told their stories through embroidery and art. You could not hear a pin drop as they spoke of how the programmes had helped them in their healing process.

Our Ambassador Scarlett Allen-Horton was up next and spoke about her journey from attending our programmes in 2015 to becoming a global entrepreneur and how she went on to become a finalist in The BBC's The Apprentice. We are so proud of all three women and couldn't have been more overjoyed for them all as they wowed the crowd with their stories of hope, empowerment and the amazing successes they have made after so much pain.

We then heard from Councillor Nicky Brennan BCC Cabinet Member for Social Justice, Community Safety and Equalities. Nicky spoke of her own journey and again her successes of having one of the most important portfolios in the city. We are honoured that she is a friend of the project and she continues to support us and ensures we are invited to important events in the city.

Tina Costello OBE followed and also spoke of her journey and how she has worked her way up to become CEO of Heart of England Community Foundation a leading, independent grant-making foundation in the West Midlands and Warwickshire. Tina spoke about how violence against women and girls' causes have always been close to her heart and she is committed to supporting women's charities.

Miss Yankey then returned to the stage for part 2 of her talk and performed two more poems including one written by one of our volunteers who was in the room and was so pleased that her poem was chosen. What a lovely surprise. We were so grateful to Miss Yankey who travelled from London to be with us for the whole day.

Jaya Nambia, a researcher who we work with at the University of Birmingham, was the last of our guest speakers. Jaya spoke about our collaboration and the importance of having our survivor panel onboard and their input in the design and dissemination of the research. We look forward to further collaborations over the coming year.

Delightful Donna closed the day with a humorous yet informative dominator quiz, she had us in tears of laughter and ended the day on a high with everyone commenting that it was the best event they had been to; informative, heartbreaking but also heartwarming, authentic, and entertaining all rolled into one. A big thank you to our newest team member Kirsty whose organisational skills ensured the day flowed like a dream.

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

Year ended 31 March 2025

Achievements and performance *(continued)*

The day was also the launch of our book 'Words from Warrior Women'

Yes, we have a finished book! Thanks to Miss Yankey and the survivors who wrote of their pain, terror, injustice but also hope, sisterhood, healing and empowerment. Let me introduce 'Words from Warrior Women' . It is available on Amazon. We have learned so much during this process which was a lot longer than the original plan of a pamphlet of poems, but the writing didn't stop! So we carried on! We have loved working alongside Miss Yankey who delivered our workshops, motivated us and kept the momentum going, Empathic Editor Rusti L Lehay for guidance and preparing it ready for print and all the women who opened their hearts so that others might understand and to send hope and solidarity to those who do.

The book is endorsed by Jess Phillips *"Helping women who have suffered abuse, pain and exploitation to find the words to express their experiences truly, their hopes rather than hopelessness, and their power is no small thing. I have worked alongside WE:ARE for over a decade now. They support women and help women find their voices and their power. This is not only done through classic support and social work but through creativity, movement and working with language to challenge what their abusers have taught them to think and say. Language and words are the greatest tools in the abuse of women, they cut harder, sit deeper and poison further than any act of physical violence could. We women must also weaponise words to help us heal and protect ourselves. Years of attending groups at WE:ARE has taught me that women have a common language, secret codes and a way of making language work for us. I can think of no greater tribute to all the women who have suffered and to all the women fighting back in order to thrive than a tribute to our language, our words, our power. The pen is mightier than the sword and a pen wielded by women can change the world forever."*

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2025

Achievements and performance *(continued)*

Throughout the year we have promoted our book through talks including:

In December we delivered a talk at The Heath Bookshop Kings Heath, a lovely small independent book shop. It was the evening of a storm yet many of the poets in the book turned up to read out their poems, everyone was so proud of themselves, and all spoke about how great it felt being a published poet but also now a performance poet, another step in the healing process.

In January the Domestic Abuse Commissioner for England and Wales Nicole Jacobs launched a policy report: Shifting the scales: Transforming the criminal justice response to domestic abuse. The report sets out the Commissioner's vision for system-wide change in the criminal justice response to domestic abuse in order to ensure that victims and survivors are supported to safety, and perpetrators are held to account. As part of the event, we were invited to read out poems from our book that reflect on the criminal justice system.

In March We were invited to deliver our poetry in London at the DA Commissioners Office Survivors Summit in Westminster. It was attended by Government Ministers, Civil Servants, and survivor groups from around the country.

We were then honoured to be invited to the launch of 'Built from Broken' a poetry book written by Lisa Connolly who previously attended our programmes, took part in our poetry sessions and has now published her own book. It was a highlight of the year speaking at Lisa's book launch and we are so proud of all her achievements. Three poems in the book are dedicated to WE:ARE; WE:ARE Warrior Women; The Freedom Programme; and Thank You For Saving Me.

Thank You For Saving Me

Knew deep down what I lived through was wrong.
I couldn't see it fully; I couldn't stay strong.
Trapped in the cycle, thinking it was just me;
Trusting my mind, it made it hard to see.
Lovely ladies at the freedom programme saw me walk in,
A shadow of myself the first time I came;
With wisdom and grace, helping me to reclaim.
Through every session, each word that you spoke,
The chains of my past fell away like dust and the grip finally broke.
You opened my eyes gave me back my voice;
Taught me that owning my life was not just a choice, but a right.
A power, a lifeline to hold,
Your guidance and warmth when the world felt so cold.
You save my life without a shadow of a doubt,
With those quiet truths,
showing me the way out,
For that I'm forever grateful and I'm forever free;
Thank you for never stopping believing in me.
In your empowering strength, I found my own;
In your light, I've truly grown.
So here's to the freedom programme for the freedom you helped me reclaim;
Thank you for saving me,
I will never be the same.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Achievements and performance *(continued)*

GROUP CELEBRATIONS

Throughout the year we held four celebration/graduation events for our groups.

- In July we held our 21st anniversary party especially for our groups past and present.
- In December we held our annual Christmas graduation party and a mini Christmas party, and in
- March we held a joint celebration for International Women's Day with The Brandwood centre.

It is always a joyous occasion to see so many women celebrating freedom and having fun whilst being treated to a range of beauty treatments, music, food, arts and crafts, a photobooth, dancing, singing and everyone having a magical time. What a way to end our 21st Anniversary year, joining together having fun, being pampered, connecting, belonging, and celebrating freedom together.

Partnership Working

Volunteer Project: We fund a local organisation to deliver our volunteer project which is designed to empower women by providing volunteering opportunities, skills development, and training. Through structured recruitment, induction, and ongoing support, volunteers gain valuable experience and contribute meaningfully to both organisations. There is an array of opportunities available including course mentor, administration, meet and greet, general assistant, office assistant and other opportunities as they arise. The centre provides a bespoke programme specifically designed for women, aimed at equipping participants with essential knowledge and practical skills to support others within their communities. The programme empowers women to explore meaningful, rewarding roles where they can make a tangible difference in the lives of others, while also fostering personal growth and community resilience. This year 20 women have taken up opportunities in a range of roles leading to an increase in confidence, self-belief, and community engagement.

Volunteer 1 -Amina joined our programmes following a period of over a year out of employment due to personal circumstances. With a desire to rebuild her confidence and develop new skills, she began volunteering at the centre. Her commitment to self-improvement was evident from the outset, and she quickly became an active and valued member of the Centre's volunteer team. Since starting volunteering Amina has taken part in Basic First Aid training and received one-to-one support in updating her CV. She has steadily grown in confidence, taking on responsibilities such as answering telephone enquiries, making outbound calls, and handling data input tasks. In addition, Amina has shown strength and interest in employability support, contributing as an Employability Mentor alongside her administrative duties. Amina's development over a short period has been remarkable. Her increasing confidence and skill set reflect her dedication and positive attitude. She continues to play an active role at the Centre and is a great example of how community-based volunteering and tailored support can empower individuals to rebuild their lives and move closer to employment.

Volunteer 2 - Paula joined the centre to explore volunteering opportunities to develop new skills, regain confidence, and engage with a supportive community. She began volunteering in an administrative role, where she gained valuable hands-on experience in office tasks. This role allowed her to develop essential workplace skills while also improving her communication and confidence. To support her growth, Paula actively participated in our Valuing Volunteers Programme, which covered key areas such as

- *The Role of a Volunteer*
- *Equality, Diversity, and Inclusion*
- *Safeguarding*
- *Basic Life Support*

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

Year ended 31 March 2025

Achievements and performance *(continued)*

These training sessions equipped Paula with the necessary knowledge and skills to contribute effectively to her volunteer role, helping her feel more empowered in her responsibilities. Since starting her volunteer journey, Paula has fully embraced the opportunities available to her. Engaging with staff and fellow volunteers, she has steadily built confidence, developed new skills, and formed meaningful connections within the centre. Her involvement has also helped reduce feelings of isolation, fostering a greater sense of belonging. Paula's journey is a testament to the power of volunteering in fostering personal and professional development. As she continues to engage with the Centre, she is growing in confidence and independence. With ongoing support, we are confident that Paula will continue to flourish, both within her volunteer role and in any future opportunities she pursues. Her dedication and resilience serve as an inspiration to others looking to rebuild their confidence and engage with their community.

Birmingham Royal Ballet

We first met with Hannah MacGregor, Birmingham Royal Ballet's LEAP department (Learning, Engagement, Access & Participation), and choreographer Patsy Browne-Hope at the beginning of the year. They were working with dance students from Performers College Birmingham to create a dance piece based on our motto Rise Reclaim Recover. A group of our warrior women took part and spoke of their experiences of leaving and joining together with other women at WE:ARE and how that has helped their healing process.

We were then invited to attend the rehearsal of the piece at BRB studios and then watch their performance at the Birmingham Weekender Festival in the Bullring. A group of us attended and it was both moving and uplifting to see our stories communicated through dance with such understanding, compassion and care. The choreographer and the students captured the women's words and did something precious with them. We were then invited to bring a group to BRB studios to take part in a movement workshop, a tour of the theatre and a tour of the costume department. It was a magnificent day and to end the session we were offered free tickets to see Birmingham Royal Ballet's premiere of 'Luna' at Birmingham Hippodrome. 52 women and children had a spectacular evening together at the ballet on a night that we won't forget for a long time.

Kings Heath BID

On International Women's DAY we attended Kings Heath IWD event open to the public at Queensbridge School. Jess Phillips opened the event with a speech relaying how much more needed to be done to ensure the safety of women and girls especially now that abuse is starting at a much younger age. The day was full of speakers and workshops, and we delivered two workshops focusing on the Freedom Programme. Both sessions were attended by a range of people including teachers, police officers and students.

University of Birmingham RAV TEAM (Risk, Abuse and Violence Research Programme)

We continue our partnership as co-investigators with the University of Birmingham RAV Team led by Caroline Bradbury-Jones, Professor of Gender Based Violence and Health and Professor Joht Chandon. We are currently co-investigators on the research project **How effective is the WEPROTECT intervention at reducing revictimization of domestic abuse (DA) and improving mental wellbeing outcomes following experiences of Domestic Abuse?**. Our team and our new survivor panel of 6 women are due to start our next collaboration on a 3 year research programme **NIHR Global Health Research Group on Violence Against Women and Violence Against Children: University of Birmingham/University of Cape Town in partnership with the Lancet Commission**. Due to the success of our collaboration with the RAV team we were asked to collaborate with Swansea University on another research project which is due to start later in the year. **Domestic Abuse Survivors' perceptions of public good and harm in the use of administrative datasets for Public Health Research (DASH).**

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Achievements and performance *(continued)*

The SEED Model paper we were involved in in 2021 has now been published, you can access it here: <https://journals.sagepub.com/doi/full/10.1177/10778012241309366>

Professor Joht Chandon: *"We are proud to partner with WE:ARE on a variety of national and international research initiatives. Under the leadership of Jacky Mulveen, the team has provided unique and critical input that has shaped multi-million-pound research projects, ensuring the voices of women affected by violence are at the heart of every decision and outcome. In particular, the team at WE:ARE has empowered survivors across the West Midlands and beyond to share their stories, amplify their voices, and meaningfully contribute to research that will shape service delivery on a national scale. This collaboration has been invaluable in ensuring our work remains survivor-centred and trauma-informed. Women from WE:ARE's programmes have played a pivotal role in shaping our research, from co-designing interview guides to offering vital insights that enhance sensitivity and relevance. For instance, the team at WE:ARE was instrumental in ensuring our findings on optimising remote support for survivors across the UK were translated into practical formats, including a mobile app directly accessible to the community. Working with WE:ARE has simply been both inspiring and impactful."*

BIRMINGHAM CITY COUNCIL/WOMEN'S AID

Domestic Abuse Housing Support Fund

Birmingham city Council invited us to be one of the organisations involved in applying for and paying out £300 grants to survivors from the Domestic Abuse Housing Support Fund. Since the start in November 2024 till 31st March 2025 we have given out payments totalling £37,500. It has been such a joy to pay the grants out and the comments that came back would warm your heart and break your heart at the same time at the need and how grateful everyone was. Financial abuse has a massive impact on moving forward and having some extra to pay towards bills, food and school uniforms has been so helpful. We are also registered to offer the normal Housing Support Fund of which we have initiated payments for the year totalling £2,700.

"Helped me a lot to do something nice with my kids as my ex took all my money and I was used to having nothing. It was nice to actually have people who care and who ask for nothing in return. I am so lucky to be part of your group. You are helping me make friends and I am learning to trust people and I don't feel so alone so thank you."

"The £300 grant has made a difference to my children's lives. The money was used wisely to pay for my two children's out of school clubs that they attend. My son goes to Scouts and my daughter attends Brownies. The money has been used to pay for pre-loved uniforms, their monthly subs and camping trips for my son. These clubs give my children a safe place to grow, learn and have fun with other children outside of school and some respite for me 'mummy' for an hour."

"I purchased a bed for my son, some clothes for my daughter and food shopping for the house."

West Midlands Travel We have linked with WMT to offer three-month bus passes covering the whole of the West Midlands and in the financial year we have given out passes totalling £3008. Women experiencing domestic abuse are more than three times as likely to move into financial hardship than women who are not experiencing domestic abuse. Often, perpetrators weaponise financial processes after separation to retain control over their ex-partner, mix that with the cost-of-living crisis and paying £4.40 a day for a bus ticket can make it difficult to attend programmes. It has been a lifeline for those who travel to us from all over Birmingham.

"It helped me come out of the dark bubble that I was stuck in for months. The bus pass helped me to feel hopeful again and optimistic about life. Because I was struggling financially and emotionally, I thought I would never be able to see outside or heal from my trauma and anxiety or be able to attend any appointment or attend the freedom program, as I didn't have a bus pass. I thought I was done for, but now that I have help with the bus pass, I feel I am the richest person."

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Achievements and performance *(continued)*

"It's made it easier for me to get to my programmes and appointments. Also, stress free as before I would worry about how I could afford to travel to my programmes every week and appointments."

TAWS (The Active Wellbeing Society) Break the Chain - One Billion Rising. What a great Galantines Day we had performing 'Break the Chain' in solidarity with women around the world. 1 in 3 women across the world will be abused during her lifetime. That's ONE BILLION WOMEN AND GIRLS. Every February we rise in solidarity with other women across the world, we rise to end violence against women and girls, we dance for freedom and to raise awareness. Our groups made posters and banners which we brought with us on the day. Jess Phillips opened the event and then we performed 'Break the Chain' three times. A range of agencies joined us including the Brandwood Centre team, Tina Costello and her team from Heart of England Community Foundation, Kings Heath Scene CIC, Women's Aid, Councillor Lisa Trickett, Kings Heath BID and of course women from WE:ARE and members of the general public.

Beacon Family Services We linked with Beacon Family Services to offer their Luminus™ Subscription Boxes to families. Each month, for six months, families who enrolled in the program received a carefully curated box of resources designed to provide parents of children aged 2 to 10 years with a unique blend of expert advice and play therapy activities, fostering emotional wellbeing. They are especially for children displaying signs of anxiety and trauma and parents who may be struggling to make sense of their child's behaviour or experiencing stress and anxiety themselves. The feedback has been excellent. Several families are now getting support from their services and we have plans in the coming year to work together organising Theraplay group sessions for mothers and children.

BREW HAHA For the second year running we celebrated International Women's Day alongside BREW HAHA with a sell-out audience at Attico Brew in Stirchley. The event was a fundraiser for our project raising over £1000. We were entertained by a fabulous all-female line up giving their time to support other women. With an array of wonderful raffle prizes, non-stop laughter and being amongst so many wonderful people it was a fantastic evening. Several women from our groups came along and enjoyed a rare night out.

British Museums We have re-enrolled in the British Museums Community Welcome Pass scheme which enables groups to explore the city's museums for free. In the Spring and summer holidays we took groups of women and children to Think Tank museum. Our community passes meant it was a free day instead of having to pay £19.50 for adults and £13.50 for children. Those prices are unaffordable for many families so we have been thankful to be able to offer this trip twice this year.

Children's HQ Provided us with the opportunity to take families to AIR NATION for free. At £16.99 per hour per child it is another unaffordable trip made accessible to us. 52 mothers and children enjoyed a fun day together.

By working in partnership with other agencies we can offer so much more to the families we support. We are so grateful to our networks in Birmingham all with the same mission of ensuring families are able to access help and support when they need it.

We look forward to what the next year brings our way, to our upcoming 5 year evaluation through the University of Birmingham led by Professor Caroline Bradbury-Jones and to the possibility of obtaining funding to continue for many years to come.

To close, here are a selection of quotes and poems from women who have accessed our services.

"WE:ARE and the WE:ARE network continue to be a source of strength and unity for me. The things I have participated in this year have given me more courage, and the will to think of myself as deserving, and to plan for a future of abundance. I remain eternally grateful."

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Achievements and performance *(continued)*

"Society improves with simple acts of kindness and goodwill of community, but charities who aid this need to be funded adequately and be appreciated for the everlasting change they give to women. I have been through one of the worst events in my life, I didn't think I'd see light at the end of the tunnel but WE:ARE changed all that! What they say, they deliver and more!!! I rose above the darkness, I reclaimed my power and I recovered to become a better version of me. I have found my voice again. I have now finally returned to work to care for the people of Birmingham again in my own way."

"A purpose in my life, is to provide one good seed to another, this will then blossom into flowers which further spreads good seeds amongst people. WE:ARE were my good seed, which flowered in me and I will be eternally grateful. The learning and teachings I have received is also something I will bring into my medical practice to improve the approach to patients who have been subjected to abuse and also referring patients to WE:ARE to engage in these community programmes to aid holistic recovery."

"The team at WE:ARE are brilliant; Jacky, Donna, Kirsty & Fee. They are an amazing group of women, supporting and empowering others who have been affected by domestic abuse across the community of Birmingham, to become better women, mothers, sisters, daughters and friends. There are not enough words to describe what they do. You have to see, feel and hear for yourselves too. It touches at a deeper spiritual level. Nobody ever thinks it will ever happen to them but if it does, WE:ARE is who you need by your side!

Poems from Words from Warrior Women

Dear Wise Warrior Woman,
You entered the room,
Scared, tired, and emotional,
But you knew this was the beginning
Of your journey towards freedom.
The tears came,
And still do;
But you are no longer ashamed,
For this is your healing
And your journey towards Freedom.
There is hope,
There is kindness,
There is support,
And you are part of a sisterhood.
This is your journey towards freedom.
You are everything.
We are everything

Freedom is..... by Jolly Jamie

Like walking outside, able to breathe the crisp fresh air,
all without feeling in the depth of despair.
Like happiness exploding across your body,
allowing you to see, to feel, to be calm and be present.
Like tasting the most amazing dish on the planet.
Like crystal clear air with a fresh smell,
like a bouquet of flowers, so far from hell.
Colourful and bright, filled with delight.
The feeling of freedom is simple for me,
It's to wake up in the morning and just feel free.

We look forward to what the next year brings as we continue to support women to Rise, Reclaim and Recover.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Financial review

General

The total income for the charity, grants and donations, during the year was £162,653 (2024: £144,174). Of this £144,705 is from grants reported as restricted.

Total expenditure was £163,068 (2024: £108,973). Of this £156,203 relates to specific grants received, including those received in prior periods, and is reported as restricted.

The net result was a deficit for the year of £415 (2024: £35,201 surplus). This amount has been deducted from reserves leaving a balance carried forward for future use of £155,857 of which £132,504 is considered unrestricted and £23,353 restricted.

Acknowledgements

We are ever grateful to National Lottery Community Fund-Reaching Communities Midlands Region for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Womens Aid Foundation, University of Birmingham and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £41k (mainly redundancy costs) plus three months running costs assessed at £27k. The Current reserves level of £132,504 is currently above this target but in the continuing difficult economic situation the trustees consider are taking a prudent approach to expenditure. Some of the surplus reserves have been earmarked for use since the yearend.

Structure, governance and management

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

Organisation

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

Related Parties

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Structure, governance and management *(continued)*

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

Reference and administrative details

Registered charity name	WE:ARE Women's Empowerment And Recovery Educators Ltd
Charity registration number	1123337
Company registration number	06498953
Principal office and registered office	The Happy Hub, Brandwood Centre 157 Allenscroft Road Birmingham West Midlands B14 6RP

The trustees

Dr A Coward
SM Need
J Guggenheim
JH Godman

Independent examiner	David Seeley FCA Accuo Accounting Limited Chartered Accountants Alvechurch Birmingham B48 7JX
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Small company provisions

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

The trustees' annual report was approved on 10 October 2025 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to be 'J Guggenheim', written in a cursive style.

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

10/04/2025

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	17,387	144,705	162,092	144,174
Investment income	6	561	–	561	–
Total income		<u>17,948</u>	<u>144,705</u>	<u>162,653</u>	<u>144,174</u>
Expenditure					
Expenditure on charitable activities	7,8	6,865	156,203	163,068	108,973
Total expenditure		<u>6,865</u>	<u>156,203</u>	<u>163,068</u>	<u>108,973</u>
Net (expenditure)/income and net movement in funds		<u>11,083</u>	<u>(11,498)</u>	<u>(415)</u>	<u>35,201</u>
Reconciliation of funds					
Total funds brought forward		121,421	34,851	156,272	121,071
Total funds carried forward		<u>132,504</u>	<u>23,353</u>	<u>155,857</u>	<u>156,272</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 21 to 27 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	£	2024 £
Current assets				
Debtors	15	1,798		—
Cash at bank and in hand		157,954		164,755
		<u>159,752</u>		<u>164,755</u>
Creditors: amounts falling due within one year	16	<u>3,895</u>		<u>8,483</u>
Net current assets			155,857	156,272
Total assets less current liabilities			155,857	156,272
Net assets			155,857	156,272
Funds of the charity				
Restricted funds			23,353	34,851
Unrestricted funds			132,504	121,421
Total charity funds	17		155,857	156,272

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 10 October 2025, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 21 to 27 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Happy Hub, Brandwood Centre, 157 Allenscroft Road, Birmingham, West Midlands, B14 6RP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subject to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no endowment funds.

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers - 33% straight line

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	5,387	–	5,387
Grants			
Birmingham City Council	–	–	–
National Lottery Community Fund-RC Midlands Region	–	104,669	104,669
University of Birmingham	7,000	–	7,000
West Midlands Police	–	–	–
Womens Aid Foundation	–	35,248	35,248
Community Grants	–	4,788	4,788
Government grant income	5,000	–	5,000
	<u>17,387</u>	<u>144,705</u>	<u>162,092</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	3,296	–	3,296
Grants			
Birmingham City Council	6,000	–	6,000
National Lottery Community Fund-RC Midlands Region	–	101,848	101,848
University of Birmingham	28,000	–	28,000
West Midlands Police	–	30	30
Womens Aid Foundation	–	–	–
Community Grants	–	–	–
Government grant income	5,000	–	5,000
	<u>42,296</u>	<u>101,878</u>	<u>144,174</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>561</u>	<u>561</u>	<u>–</u>	<u>–</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Domestic Violence Programme	6,865	155,006	161,871
Support costs	–	1,197	1,197
	<u>6,865</u>	<u>156,203</u>	<u>163,068</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Domestic Violence Programme	7,752	99,919	107,671
Support costs	–	1,302	1,302
	<u>7,752</u>	<u>101,221</u>	<u>108,973</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Domestic Violence Programme	161,871	–	161,871	107,671
Governance costs	–	1,197	1,197	1,302
	<u>161,871</u>	<u>1,197</u>	<u>163,068</u>	<u>108,973</u>

9. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2025 £	Total 2024 £
Finance costs	87	87	94
Governance costs	1,110	1,110	1,208
	<u>1,197</u>	<u>1,197</u>	<u>1,302</u>

10. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	450	450
Other financial services	650	650
	<u>1,100</u>	<u>1,100</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	75,819	63,965
Social security costs	6,823	6,333
Employer contributions to pension plans	1,622	1,544
	<u>84,264</u>	<u>71,842</u>

The average head count of employees during the year was 3 (2024: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Number of staff involved in charitable activities	<u>3</u>	<u>2</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

13. Transfers between funds

There were no transfers between funds during the year.

14. Tangible fixed assets

	Equipment	Total
	£	£
Cost		
At 1 April 2024 and 31 March 2025	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2024 and 31 March 2025	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2025	<u>-</u>	<u>-</u>
At 31 March 2024	<u>-</u>	<u>-</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

15. Debtors

	2025	2024
	£	£
Trade debtors	<u>1,798</u>	<u>—</u>

16. Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals and deferred income	<u>3,895</u>	<u>8,483</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
General funds	<u>121,421</u>	<u>17,948</u>	<u>(6,865)</u>	<u>132,504</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>86,877</u>	<u>42,296</u>	<u>(7,752)</u>	<u>121,421</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 20 25 £
Heart of England-Transition and Growth	2,454	–	(2,454)	–
Police and Crime Commissioner	59	–	(59)	–
National Lottery Community Fund	32,338	104,669	(113,654)	23,353
Women's Aid	–	35,248	(35,248)	–
Community Matters	–	4,788	(4,788)	–
	<u>34,851</u>	<u>144,705</u>	<u>(156,203)</u>	<u>23,353</u>

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 20 24 £
Heart of England-Transition and Growth	2,454	–	–	2,454
Police and Crime Commissioner	29	30	–	59
National Lottery Community Fund	31,711	101,848	(101,221)	32,338
Women's Aid	–	–	–	–
Community Matters	–	–	–	–
	<u>34,194</u>	<u>101,878</u>	<u>(101,221)</u>	<u>34,851</u>

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Current assets	132,504	27,248	159,752
Creditors less than 1 year	–	(3,895)	(3,895)
Net assets	<u>132,504</u>	<u>23,353</u>	<u>155,857</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	126,351	38,404	164,755
Creditors less than 1 year	–	(8,483)	(8,483)
Net assets	<u>126,351</u>	<u>29,921</u>	<u>156,272</u>

WE:ARE Women's Empowerment And Recovery Educators

England & Wales - Charity number 1123337

Accounts

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2024

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

Chair's report

It is with great pleasure that I present this annual report about the story of WE:ARE for the year as it empowers women to Rise, Reclaim and Recover through the skills, leadership and inspiration of Jacky and Donna.

" Freedom to wear, share, not care,
No more despair
Walking on sand instead of eggshells
Sleeping on softness instead of a hard place
Opening doors to smiles instead of glares
Watching what I'd like to watch on TV
Eating what and when I'd like to eat
Going to bed at night instead of the early hours
Choosing instead of always pleasing,
Pondering instead of pandering,
Glorious, victorious!"

These words were written by Jacky from the experiences she hears daily from women who are part of the family that makes up WE:ARE as they work their way through the pathway of programmes. This poem amongst others, will be published shortly - a big shout out to Miss Yankey.

The words convey the inspirational work that Jacky, Donna, and now Kirsty, perform joyfully and tirelessly to help women recover from the torture of domestic violence. Together, with the survivors, they create this freedom from despair, liberation from a hard place, and the ability to create and think and ponder.

I share your joy as I write these words, and you read and digest them, as we together reflect on the joy of freedom and the ability to become our authentic self. This is what WE:ARE does.

On behalf of my fellow trustees, I want to thank the Brandwood Centre for giving us a home, the authors of the programmes who inspire us with their insights, the many other organisations who partner with us, our emerging volunteers and everyone involved in the production of our forthcoming book 'Words from Warrior Women.' Our funders are remarkably supportive and we salute them all especially our main funder The National Lottery. This year we also received funding from Birmingham City Council through the Domestic Abuse Community Grant Programme.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

This last year has finally seen us recovered from the epidemic with a better mix of virtual and face to face programmes and we look forward to the future with confidence. It could well be that 2024 is a year of change and any opportunity that our community offers, both locally and nationally to overcome the gender hierarchy that creates male violence will be passionately embraced by all of us at WE:ARE. We look forward to pamper days in July and December and our AGM in September, celebrating our 21st Anniversary and the release of our book.

One more final word about Jacky and Donna? As well as being incredibly knowledgeable about trauma and recovery, they have the skills to deliver and the attitude to create what we are at heart- a family joined together and created out of love and kindness.

Dr Andrew Coward
Chair

Objectives and activities

April 1st 2021 - 31st March 2022

The activities of the charity during the past year are set out in the following paragraphs. At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

Achievements and performance

Management Commentary

Forward

We started the year renting a space in a lovely new venue and offering extra face-to-face programmes to keep up with demand and the wishes of women who wanted more in-person sessions. We love the performance element of delivering programmes and the additional creative resources that we provide; so we were delighted to bring Own My Life, Our Healing Home and Healing Together off the zoom platform and into such a lovely new welcoming space. Whether it's red flags for the warning signs session, Oscar statues, popcorn and red carpets for the persuader sessions or a wide range of self-care items, we love to bring some playfulness into what can otherwise be difficult topics. The zoom sessions are enhanced with sing-a longs, affirmations and breathing exercises so they too have the Jacky and Donna experience to lighten the load so to speak.

We ended the year welcoming a wonderful new member to our team. Kirsty has come at just the right time as we have quite a few events planned for our 21st anniversary. Kirsty has already made such a difference and will be a real asset to WE:ARE.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Our programme delivery throughout the year was as follows:

Pathway of programmes - From Leaving to Healing

11-week Freedom Programme explores the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like. 8 programmes were delivered throughout the year. Everyone either had a copy of the book 'Living With The Dominator' and the accompanying workbook of the pre-paid code to to access them online.

12-week Own My Life Programme is an innovative, creative, and educational course. It supports women in regaining ownership of their lives when they have been subjected to domestic abuse. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. The Own My Story Journal provides women with space for reflective practice and includes all the information provided throughout the course. This becomes an ongoing resource for women after the course has finished. 4 programmes were delivered throughout the year.

6-week Healing Together Programme The aim is to know how the body and brain can work together to bring more calmness and focus when you need and want it. This programme combines trauma-informed principles with: Relational approaches, Neuroscience and Attachment models. 2 programmes were delivered throughout the year.

10-week 'Our Healing Home' programme helps mothers safely explore the impact domestic abuse has had on themselves and their children and explores strategies for healing and repairing the relationship which has been undermined and sabotaged by the perpetrator. Weekly sessions consist of a range of group discussions, exercises and videos and further activities to do at home with their children. 2 Pilot Programmes were delivered throughout the year. Everyone was given a copy of Kate Silverton's book, 'There's No Such Thing As Naughty'.

With more research available on the effects of living under a regime of power and control there is an increasingly growing need to put in place strategies and programmes to ensure the healing and rebuilding process is not left out when looking at preventative strategies. We recognise the long term and pervasive impact of domestic abuse and the need for a safe space to be able to process and express what has happened and to have those experiences validated. The need for longer term funding to ensure safe, consistent, nurturing relationships and environments is all the more evident so that women can heal and thrive. Successful outcomes teach us that with the right support domestic abuse does not have to mean a life sentence for women and children and that recovery and healing is possible.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Other Activities, partnership working and workshops

Our Book Club delivered by Delightful Donna encourages reading and discussions but also has Donna's extra added sparkle that makes it so special. The latest book was 'Where the Crawdads Sing' by Delia Owens who quotes 'It is a mystery, a love story, and a courtroom drama, but it is primarily about self-reliance, survival, and how isolation affects human behaviour. Since our species is a social mammal, we have strong genetic tendencies to belong to a group of tightly bonded family and friends'. With lottery funding we were able to buy everyone a copy of the book.

Our Art Group delivered by Hollyz Artz runs every Friday on Zoom with in-person sessions delivered monthly and on special occasions. We sent art packs out to the women on the art group to ensure they had the resources to be able to participate. We love seeing the art created each week which are posted on a closed Facebook group so that women can connect in-between sessions.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Partnership Working

The Brandwood Centre started delivering our volunteer project in November 2023 with an array of opportunities available including course mentor, administration, meet and greet, general assistant, office assistant, illustrator and other opportunities as they arise. It is a great next step in feeling valued, developing new skills and increasing confidence after domestic abuse. The centre also has a train-to-gain project on site and a job coach so it all ties in nicely with next steps.

University of Birmingham We continue as co-researchers with the RAV (Risk, Abuse and Violence Research Programme) Team led by Caroline Bradbury-Jones, Professor of Gender Based Violence and Health. This is our third collaboration with the team. We have been involved in conducting a research study on the remote legal support service, WEPROTECT. The service, developed by the Domestic Abuse Alliance, provides legal assistance to domestic abuse survivors. We have been interviewing women nationally who have used the service to gain insights of their experience. The findings of this study will inform whether the WEPROTECT service works regarding re-victimisation and mental wellbeing.

Champs Consult (Ruth Cooper-Dickson) delivered four free workshops for us throughout the year and as always were well attended by our groups with lots of great feedback. Sessions included:

- Imposter Syndrome
- Exploring Your Inner Critic
- Breathe to Manifest Self-love and Compassion
- Breathe to Shift Stress and Anxiety

TAWS (The Active Wellbeing Society) Break The Chain - One Billion Rising.

On Feb 14th 2024 in collaboration with TAWS we once again organised Birmingham's 'One Billion Rising' event in the City Centre. 1 in 3 women across the world will be abused during her lifetime. That's ONE BILLION WOMEN AND GIRLS. Every February we rise in solidarity with other women across the world, we rise to end violence against women and girls, we dance for freedom and to raise awareness. Throughout the year we rehearsed the dance routine to 'Break the Chain', we designed t-shirts, we made banners, we were prepared! It was an amazing day thanks to all the women who took part. This year it landed on half term, so children were able to join us. To see them dancing and singing along to 'This is my body, my body's holy, no more excuses, no more abuses, we are mothers, we are teachers, We are beautiful, beautiful creatures' was amazing, younger ones were just happy to be dancing alongside their mothers. Thanks to Nicky Brennan BCC Cabinet Member for Social Justice, Community Safety and Equalities, for promoting the event and taking part.

Beacon Family Services We linked with Beacon Family Services to offer their Lumin&us™ Subscription Boxes to families. Each month, for six months, families who enrolled in the program will receive a carefully curated box of resources designed to provide parents of children aged 2 to 10 years with a unique blend of expert advice and play therapy activities, fostering emotional wellbeing. They are especially for children displaying signs of anxiety and trauma and parents who may be struggling to make sense of their child's behaviour or experiencing stress and anxiety themselves.

BREW HAHA For the 2nd year running we celebrated International Women's Day alongside BREW HAHA with a sell-out audience at Attico Brew in Stirchley. The event was a fundraiser for our project raising £1000. We were entertained by a fabulous all-female line up giving their time to support other women. With an array of wonderful raffle prizes, non-stop laughter and being amongst so many wonderful people it was a fantastic evening.

Poetry Prescribed We almost have a finished book! Let me introduce 'Words from Warrior Women' It will be available on download and paperback very soon so keep your ears and your wallets open ready for our release date. We have learned so much during this process which was a lot longer than the original plan of a pamphlet of poems, but the writing didn't stop! So we carried on! We have loved

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance *(continued)*

working alongside Miss Yankey who delivered our workshops, motivated us and kept the momentum going, Empathic Editor Rusti L Lehay for guidance and preparing it ready for print and all the women who opened their hearts so that others might understand and to send hope and solidarity to those who do. We are very much looking forward to seeing it in book form and sharing it with the world.

Travel For West Midlands Women experiencing domestic abuse are more than three times as likely to move into financial hardship than women who are not experiencing domestic abuse. Often, perpetrators weaponise financial processes after separation to retain control over their ex-partner, mix that with the cost of living crisis and paying £4.40 a day for a bus ticket can make it difficult to attend programmes. During the past 6 months we have worked in partnership with TFWM to supply 3 months of free travel for women on our programmes. It has been a lifeline for those who have taken part. In total 48 women accessed the passes.

British Museums We enrolled in the British Museums Community Welcome Pass scheme which enables groups to explore the city's museums for free. We arranged a visit for families to Thinktank Museum. With ticket prices for adults £15.50-£21.50 and children £7.50-£13.50 it is beyond many family's budget so it was wonderful to have free passes. With four floors to explore including MiniBum the child-sized mini city, Birmingham's industrial past and dinosaurs it was a fabulous day.

Our second trip was child free during school hours. A Walk & Talk along the canals ending at Sarehole Mill where we had the most amazing tour of the Mill, learning about the history of the area, followed by a walk around the grounds. We then headed back to the Mill's café for Pizza, chips, and drinks. It was a wonderful day full of laughter and chatter and connections. Some of the other museums on the list were not open for a number of reasons so we hope to be able to visit them this year as we have had the passes extended for another year.

Children's HQ Children's HQ hosted a summer party event for families who attend our project. With a range of fun activities, games, crafts and a lovely lunch we had a wonderful day. Special thanks to Suze from Kings Heath Scene CIC for organising.

Party Time! On December 8th we held our Christmas Pamper Party. Compered by Barbara Nice we had the most amazing day where everyone was pampered with haircuts, nails, facials, sports massage, back massage, mehndi, waxing, threading and tinting all free. Special guests included Scarlett Allen-Horton, Miss Yankey, Nicky Brennan and Helen Kelly our Lottery Officer who spoke with many of the women about how our project had supported them. What a wonderful day everyone had being pampered.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Conferences Attended

In April we attended 'Links between Domestic Abuse/Suicide Conference'. WMPCC commissioned a report into the link between domestic abuse and suicide with West Midlands Police which was carried out by the University of Birmingham. Key stakeholders were invited to attend and listen to expert speakers, who shared the latest knowledge, research and innovation across the subject. Lots of women from our programmes took part in the research so it felt fitting to attend on their behalf.

In July we attended the National Women's Aid Conference, it was a great opportunity to hear from the amazing speakers and network with so many amazing organisations from around the country. Jess Phillips gave us a shout out from the stage which was funny and fabulous as there was 100's of organisations from around the UK present and we were probably the smallest one there, so it felt great to have our work recognised amongst our peers.

In November we attended BSCP (Birmingham Safeguarding Children Partnership) Practitioners' Conference - 'Working as Partners to Safeguard Children from Domestic Abuse'. With key safeguarding experts from Police, Education, Children & Families, Health and domestic abuse organisations there was a wide range of workshops to attend closing with a panel providing many thought-provoking discussions into how providers can work together to safeguard children and young people.

The Year Ahead

We have recently trained in a new programme: Own My Life Employability, written by Natalie Collins who wrote the Own My Life Course. Having a job is a big part of being able to own our lives. It's why an abuser will often make working impossible. While generic employability courses do not focus on the specific needs and challenges that survivors face, Own My Life Employability aims to focus directly on these, to give women the best chance of employment, thinking about employment or going back to work after a leave of absence due to domestic abuse. This fits in perfectly with our volunteer project with the Brandwood Centre. We will be piloting Own My Life Employability in September 2024.

ECO Birmingham: We will be running a 6-week walking project with ECO Birmingham taking in the nature trails in the area and producing art work along the way.

Our Healing Home: We will continue to pilot our new Programme 'Our Healing Home' and work on producing a workbook to go alongside the programme.

21st Anniversary Events: To celebrate our 21st year of supporting women we are planning two celebration pamper events for women who attend our programmes, one in July and one in December. We are currently fundraising for both.

Poetry Book launch: Our poetry book 'Words from Warrior Women' will be launched at our AGM on September 20th 2024. It will be on sale on Amazon. We will be promoting it on our social media channels in the weeks beforehand.

University of Birmingham Research: We will be once again working alongside the RAV team on an NIHR Global Health programme and we will be joined by a group of women from WE:ARE who will be part of a survivor panel. This will be our fourth collaboration with the RAV team.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance *(continued)*

We'd like to thank The National Lottery for funding our project and special thanks to our Lottery Officer Helen Kelly for her support, understanding and for showing a real interest in the work we do. Sadly, Helen will be leaving us in June as she goes on secondment to another role. We very much look forward to meeting our new officer Donna Adams and introducing her to our project and the women who attend our programmes and activities.

We'd also like to thank our trustees who are there to support and guide us every step of the way.

And as always thanks to all the Wise Warrior Women who turn up each day to take part in programmes, workshops, and activities all whilst trying to navigate a system that still doesn't fully understand the difficulties women face through domestic abuse, coercive control and post separation abuse. Women and consequently their children are at the heart of our vision. Living a life free from fear is a basic human right and all our work is based on reclaiming that right.

We end with the words of our latest Freedom Programme graduate:

Dear Wise Warrior Woman

You may be wondering if participating in the Freedom Programme is the right step for you. What happened to you was ages ago, right? You've moved on. You're not like the women you see that have been abused on the telly. He never hit you, so how can it be Domestic Violence? Let me tell you that you are mistaken... and I learnt this very quickly.

The Freedom Programme is just what I needed. Up until I attended I'd always felt shame, alone and so very very stupid. How could I have let this happen to me? How could I have let this happen to my child? Why couldn't I see what he was like?

My Freedom Programme facilitators Donna and Jacky first enveloped me in a warm welcoming hug and then led me through an insightful journey and for that I will be forever grateful to them. The sessions can be tough; they can be emotive; but most of all they have been joyous! I 'attended' the virtual sessions which easily fit around my other commitments. The sessions involve group work and a tonne of reflection, but there's also a bit of Zoom Karaoke (muted so don't worry about being judged for your singing talents, or in my case lack of!) and valuable self-care tips too. The beauty for me was that there was no pressure to share my personal story, in fact it's taught by using a fictional character 'Jane' and various incantations of her abuser... 'Bastard Barry' being my fave.

So if you are at that crossroads... shall I go or not... I would say 'Do It'.

You are brave

You are worthy

You are strong

...and finally you are Free!

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Financial review

General

The total income for the charity, grants and donations, during the year was £144,174 (2023: £156,867). Of this £101,878 is from grants reported as restricted.

Total expenditure was £108,973 (2023: £99,801). Of this £101,221 relates to specific grants received, including those received in prior periods, and is reported as restricted.

The net result was a surplus for the year of £35,201 (2023: £57,066). This amount has been added to reserves leaving a balance carried forward for future use of £156,272 of which £121,421 is considered unrestricted and £34,851 restricted.

Acknowledgements

We are ever grateful to National Lottery Community Fund-Reaching Communities Midlands Region for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Birmingham City Council Peoples Health Trust, University of Birmingham and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £29k (mainly redundancy costs) plus three months running costs assessed at £30k. The Current reserves level of £121,421 is currently above this target but in the continuing difficult economic situation the trustees consider are taking a prudent approach to expenditure. The trustees will keep the situation under review.

Structure, governance and management

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

Organisation

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

Related Parties

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Structure, governance and management *(continued)*

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

Reference and administrative details

Registered charity name WE:ARE Women's Empowerment And Recovery Educators Ltd

Charity registration number 1123337

Company registration number 06498953

Principal office and registered office The Happy Hub, Brandwood Centre
157 Allenscroft Road
Birmingham
West Midlands
B14 6RP

The trustees

Dr A Coward
SM Need
J Guggenheim
JH Godman

Independent examiner David Seeley FCA
Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

Small company provisions

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

The trustees' annual report was approved on 25 October 2024 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to be 'J Guggenheim', written over a horizontal line.

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

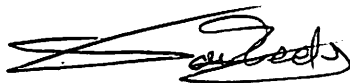
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

8/4/2024

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	42,296	101,878	144,174	156,867
Total income		<u>42,296</u>	<u>101,878</u>	<u>144,174</u>	<u>156,867</u>
Expenditure					
Expenditure on charitable activities	6,7	7,752	101,221	108,973	99,801
Total expenditure		<u>7,752</u>	<u>101,221</u>	<u>108,973</u>	<u>99,801</u>
Net income and net movement in funds		<u>34,544</u>	<u>657</u>	<u>35,201</u>	<u>57,066</u>
Reconciliation of funds					
Total funds brought forward		86,877	34,194	121,071	64,005
Total funds carried forward		<u>121,421</u>	<u>34,851</u>	<u>156,272</u>	<u>121,071</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 21 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	£	2023 £
Current assets				
Debtors	14	–		19,957
Cash at bank and in hand		<u>164,755</u>		<u>105,454</u>
		164,755		125,411
Creditors: amounts falling due within one year	15	<u>8,483</u>		<u>4,340</u>
Net current assets			156,272	121,071
Total assets less current liabilities			<u>156,272</u>	<u>121,071</u>
Net assets			<u>156,272</u>	<u>121,071</u>
Funds of the charity				
Restricted funds			34,851	34,194
Unrestricted funds			<u>121,421</u>	<u>86,877</u>
Total charity funds	16		<u>156,272</u>	<u>121,071</u>

For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 25 October 2024, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 15 to 21 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Happy Hub, Brandwood Centre, 157 Allenscroft Road, Birmingham, West Midlands, B14 6RP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subject to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no endowment funds.

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers - 33% straight line

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	3,296	—	3,296
Grants			
Birmingham City Council	6,000	—	6,000
National Lottery Community Fund-RC Midlands Region	—	101,848	101,848
University of Birmingham	28,000	—	28,000
West Midlands Police	—	30	30
Government grant income	5,000	—	5,000
	<u>42,296</u>	<u>101,878</u>	<u>144,174</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	7,265	—	7,265
Grants			
Birmingham City Council	24,000	—	24,000
National Lottery Community Fund-RC Midlands Region	—	90,145	90,145
University of Birmingham	10,500	—	10,500
West Midlands Police	—	19,957	19,957
Government grant income	5,000	—	5,000
	<u>46,765</u>	<u>110,102</u>	<u>156,867</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Domestic Violence Programme	7,752	99,919	107,671
Support costs	–	1,302	1,302
	<u>7,752</u>	<u>101,221</u>	<u>108,973</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Domestic Violence Programme	7,428	77,846	85,274
Support costs	98	14,429	14,527
	<u>7,526</u>	<u>92,275</u>	<u>99,801</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Domestic Violence Programme	107,671	–	107,671	98,666
Governance costs	–	1,302	1,302	1,135
	<u>107,671</u>	<u>1,302</u>	<u>108,973</u>	<u>99,801</u>

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2024 £	Total 2023 £
Staff costs	–	–	13,392
Finance costs	94	94	98
Governance costs	1,208	1,208	1,037
	<u>1,302</u>	<u>1,302</u>	<u>14,527</u>

9. Independent examination fees

	2024 £	2023 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	450	402
Other financial services	650	600
	<u>1,100</u>	<u>1,002</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	63,965	73,331
Social security costs	6,333	7,196
Employer contributions to pension plans	1,544	1,698
	<u>71,842</u>	<u>82,225</u>

The average head count of employees during the year was 2 (2023: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff involved in charitable activities	<u>2</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

11. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

12. Transfers between funds

There were no transfers between funds during the year.

13. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2023 and 31 March 2024	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2023 and 31 March 2024	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2024	<u>—</u>	<u>—</u>
At 31 March 2023	<u>—</u>	<u>—</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

14. Debtors

	2024	2023
	£	£
Trade debtors	—	19,957

15. Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals and deferred income	8,483	4,340

16. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	86,877	42,296	(7,752)	121,421

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	47,638	46,765	(7,526)	86,877

Restricted funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Heart of England-Transition and Growth	2,454	—	—	2,454
Police and Crime Commissioner	29	30	—	59
National Lottery Community Fund	31,711	101,848	(101,221)	32,338
	34,194	101,878	(101,221)	34,851

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
Heart of England-Transition and Growth	2,454	—	—	2,454
Police and Crime Commissioner	—	19,957	(19,928)	29
National Lottery Community Fund	13,913	90,145	(72,347)	31,711
	16,367	110,102	(92,275)	34,194

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	126,351	38,404	164,755
Creditors less than 1 year	–	(8,483)	(8,483)
Net assets	<u>126,351</u>	<u>29,921</u>	<u>156,272</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	91,217	34,194	125,411
Creditors less than 1 year	(4,340)	–	(4,340)
Net assets	<u>86,877</u>	<u>34,194</u>	<u>121,071</u>

WE:ARE Women's Empowerment And Recovery Educators

England & Wales - Charity number 1123337

Accounts

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2023

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

Chair's report

It is with great pleasure that I present this annual report about the story of WE:ARE for the year as it empowers women to Rise, Reclaim and Recover through the skills, leadership and inspiration of Jacky and Donna. We bid farewell to a trustee, Deb, and a co-worker, Jo.

The year can be summarised by three words - delivery, consolidation, and planning.

1. **Delivery-** despite all the continued challenges of post pandemic recovery our work has continued to help women to recover. Our core work remains with the Freedom Programme, Own My Life and Healing Together. The feedback is as strong as ever as women find a healing space. Our services are still mainly virtual but face to face participation is an option with women choosing what works best for them.
2. **Consolidation-** we said a sad farewell to both Jo (co-worker) and Deb (Trustee). Both Jo and Deb had longstanding associations with WE:ARE and both had made an invaluable contribution. We wish them the very best for the future and are grateful for all they did for WE:ARE.
3. **Planning-** we have ongoing conversations about how we can fill these vacancies and partner effectively with like-minded organisations. I would like to thank all our funders, the trustees and Jacky and Donna for their ongoing hard work and inspiration. It would be right to finish with words from women who have encountered the programmes and the outcomes for them.

"It wasn't my fault"

"I no longer blame myself"

"A future free from abuse and oppression"

"I am now able to differentiate between a dominator and a friend"

"I can spot the good people in my life now"

"It made me and my teenage boys a lot stronger"

"Donna has been a mentor and best friend"

A big shout out too to the Art Group and Holly, Walk and Talk, Book Club and Poetry Prescribed. And I end with a quote from a poem that is in full in Jacky's report. "Bursting forth into daylight, Escape and freedom, Beauty, Sun, Wind, Rain- Life." In essence that is WE:ARE, Jacky, Donna, and our Warrior Women.

Dr Andrew Coward
Chair

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Achievements and performance

Management Commentary

Forward

Well, what a year it has been, still facing the challenges of the pandemic and re-evaluating our delivery, we are proud to be still here offering a consistent service and still delivering on our vision of supporting women to Rise Reclaim Recover post domestic abuse.

We ended the previous year with the news that we were successful in our lottery bid which will enable us to continue to deliver a consistent pathway of programmes until December 2026. The start of this year we also received one year's funding from West Midlands Police & Crime Commissioner's Office and Birmingham City Council to further enhance our delivery.

Last year's annual report stated that we would be looking at how we start to return to face-to-face delivery; what a hybrid service will look like; where it will be based; which programmes will remain on zoom; and which programmes will return to base. With that in mind, we led a consultation to find out women's views. Comments such as the range below were acted on and we set about welcoming women back into the arms of the project whilst also keeping our much-valued online sessions.

'I think a mixture would be great. It will be really good to be able to see people in person and resume the walk and talks'.

'Please bring back face-to- face contact with other women that have been through the same experience. There's something special, comforting and heartwarming about having that contact and building friendships/relationships that you are just not able to achieve via online sessions'.

'I think meeting up as a group would allow people an opportunity to make friends and have coffee and a chat. Maybe open up opportunities for meeting as a social event and reduce isolation'.

'Offer face-to- face but allow to attend online too'.

'There is definitely value in the face-to-face sessions and having that sense of community and sisterhood, but the WE:ARE facilitators are very good at building a sense of community and comradery even on the online sessions'.

'Introduce some face-to-face sessions but keep your flexibility of delivery. Hybrid allows women who have had to move away from their home to attend. Reduces childcare and transport costs. Allows women to stay in their safe place if they have found one and still access your valuable services. Means women aren't walking to the bus or train in the dark after a session, and finally, if they are so exhausted by the enormity of their experiences they can attend an evening session and flop immediately afterwards'.

Now with a choice of zoom or face-to-face participation, which are interchangeable, women have the freedom to choose which is most appropriate for their ever-changing needs.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Thank you to our funders The National Lottery Reaching Communities, West Midlands Police and Crime Commissioners Office, Birmingham City Council, also donations from the Benefact Group, Sorrento Lounge, Attico Brew, Brew HaHa, Dye Vert Hair Salon and those who support us through Local Giving. Every penny really does count. Thank you to our volunteers who work alongside us to support our programme delivery. Every hour really does count. A special thank you to a much-valued team member Jo who left us for pastures new in October 2022. In the five years Jo was with us she made a huge impression on both staff, trustees and the warrior women of WE:ARE. We wish her all the best in her future endeavours. And thank you to all the Wise Warrior Women who turn up each day to take part in programmes, workshops, and activities all whilst trying to navigate a system that still doesn't fully understand the difficulties women face through domestic abuse, coercive control, and post separation abuse.

Women and consequently their children are at the heart of our vision. Living a life free from fear is a basic human right and all our work is based on reclaiming that right to live free from fear. The following activities is how we support women to achieve that.

Our Pathway of programmes - From Leaving to Healing

- 11-week Freedom Programme explores the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like. We have two groups running every week: a face-to-face morning group and an evening zoom group. 8 programmes were delivered throughout the year.
- 12-week Own My Life Programme is an innovative, creative, and educational 12-week course for women. It supports women in regaining ownership of their lives when they have been subjected to domestic abuse. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. The Own My Story Journal provides women with space for reflective practice and includes all the information provided throughout the course. This becomes an ongoing resource for women after the course has finished. This is delivered on zoom. 4 programmes were delivered throughout the year.
- 6-week Healing Together Programme
The aim is to know how the body and brain can work together to bring more calmness and focus when you need and want it. We deliver the programme with mothers so that they can support their child's healing alongside their own. Mothers can use the handouts and exercises with themselves but also their children. This programme is unique in its approach as it combines trauma-informed principles with: Relational approaches, Neuroscience and Attachment models. Reliable and valid outcome measures are used pre- and post-intervention to measure the impact of the programme. 4 programmes were delivered throughout the year. This is delivered on zoom and with plans to also deliver face -to-face in the coming year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Other Activities

ART GROUP

Our art group continues to flourish with weekly zoom sessions and our recently return to monthly face to face sessions. It is a lifeline for those who are just setting out with us but also those who have completed programmes and still have an opportunity to meet with others to chat and create. "Because of the domestic abuse I have suffered in the past, including being followed and stalked, I find it difficult to go out without being accompanied, so I don't go out very often. The art group is a lifeline for me. It helps me to feel far less stressed, depressed and anxious and more positive and relaxed. I so look forward to joining the art group every week. It's a bright spot in my week".

WALK AND TALK

Our monthly Walk and Talks were held around the city, with a different route chosen each time. The walks are led by Donna and one of our volunteers who writes the walk route, studies the history of the area and gives a talk on any notable landmarks. Both have completed Walk Leadership training through TAWS to ensure compliance with health and safety of the group. In September we added 'sail and talk' with a wonderful barge trip down the Birmingham and Stratford canal towards Earlswood. The day was a celebration of sisterhood, self-care and SISTERS doing things for themselves. Our time on the water was filled with a sense of togetherness. A sense of empowered women empowering each other. The coming year, with our FREE community passes, we plan to visit five of Birmingham Museums' sites, Thinktank, Aston Hall, Blakesley Hall, Soho House, and Sarehole Mill.

WISE WARRIOR WOMEN BOOK CLUB

Book Club is held the second Monday of the month celebrating women and discussing a range of topics, alongside music, fun and creativity. We have also included group trips to Central Library and the Christmas Markets. Funding has enabled group members to receive free books to keep ensuring participation is accessible to all. This year's books have included Phyllis Pearsall - Mrs P's Journey, Brene Brown - Braving the Wilderness and Nicole LePera - How to Do The work.

PARTNERSHIP WORKING

University of Birmingham

Our partnership with the University of Birmingham continues to develop with a further three-year project in the running. Our first project as co-authors on 'A Research study on resistance and coping among domestic abuse survivors' saw the development of the SEED Model.. A SEED MODEL graphic designed with the participants from WE:ARE showcased the core concepts of survival in the context of domestic abuse. Three concepts were determined: nurturing the seed, protecting the seed from the elements, supporting growth. As an extension of the concepts of survival, from the artwork and focus group interviews seven strategies were identified: compliance, sense of self, knowing boundaries, hope, imagining freedom, rebellion, denial. Lastly, it was found that when women had employed some or all of the seven survival strategies, three outcomes of survival were determined: self-reclamation, empowerment, and emotional healing of domestic abuse.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Collectively it was named the SEED model, as an acronym for Self-reclamation, Empowerment and Emotional healing after Domestic abuse. The model was presented at the The Nursing Network Violence Against Women International 24th Conference in South Carolina in June 2022 and has been submitted for publication. The second research project (NIHR Policy Research Programme Project: Using data and technology to support female survivors of domestic violence and abuse) saw our team become co-researchers, interviewing women nationwide. 6 women who had previously participated in our programmes became part of a survivor panel, an integral part of the research, meeting with researchers throughout the project and giving feedback on the final report and the graphics that accompanied it.

On completion the following key themes were identified suggesting areas for improvement for remote service delivery nationally:

- 1) Personal barriers to accessing remote services (e.g., the need to speak English, be technologically literate)
- 2) Organisational barriers (e.g., such as the timeliness of responses, lack of co-ordinated care, and prioritisation of certain types of abuse)
- 3) Societal barriers (e.g. misleading media information).

It was clear that aspects of the pandemic had a lasting negative effect on the experiences of survivors, 126 remote services were identified nationally, lots of examples of good practice were noted that should be adopted more widely (e.g., survivor led services, multi-agency support, one stop shops). Following on from this our team will again work with the University as co-researchers on the next three-year project alongside the survivor panel, evaluating the effectiveness of a legal advice app, WEPROTECT. Funded by the Home Office, this will be our third collaboration with further opportunities in the pipeline.

Beacon Family Services

Beacon Family Services delivered two 'Safe and Thriving' sessions for our groups. The sessions were to support parents to build confidence in their parenting, develop their network of support, improve wellbeing, and establish positive family relationships. We held two sessions on zoom with a further face-to-face session. Each participant received a 'cards to help you connect' pack. As a follow on a group of women and their children attended two further sessions accessing play based Theraplay techniques. These techniques work by helping children and parents to communicate and connect in fun, playful and meaningful ways.

Dye Vert Salon

During the year Dye Vert Salon in Acocks Green hosted three pamper days for our warrior women. Free haircuts, nails, waxing, pedicures, and connectedness were on offer. At a time when finances were been stretched and especially after been subjected to financial and economic abuse this was such a wonderful gift to all who attended. We look forward to more pamper days in the year ahead. Thank you to the wonderful staff who gave up their Mondays and to Jess Phillips for suggesting our project when contacted by the salon manager.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Childrens Headquarter

During the year we linked with Children's Quarter to offer events for our families. They are a co-operative of groups committed to creating inclusive opportunities for children, young people

and their families who are currently socially isolated. With funding provided we were able to organise 2 family easter events and in the summer holidays two trips to the Nature Centre. A wonderful opportunity for mothers and children to have free fun days out.

Champs For Change Coaching And Workshops

During the year 'CHAMPS for Change' welcomed 18 of our women onto their 6-month Thrivership Coaching Programme 'inviting you to grow, take care of yourself, and commit to your own journey of empowerment'. This is our 3rd year working alongside Champs and a great opportunity for women who have completed our pathway to move forward onto the next step of their journey. We have heard many great outcomes from starting new jobs, promotions, and many other lifestyle changes.

Alongside the coaching, Champs also offer free access to a range of workshops. These are also free to women on our programmes. This year our women have accessed:

- a) Self-compassion: Mindfulness & Journaling workshop
- b) Connect to and Nurture your Nervous System
- c) Wheel of Life Workshop
- d) Jin Shin Jyutsu and breathwork

Poetry Prescribed

What started during lockdown as a poetry pamphlet led by Miss Yankey, a British/Ghanaian Writer, Activist, and Spoken Word artist; we now have over 120 poems and some amazing artwork to accompany the words of anger, pain, injustice but also hope, sisterhood, empowerment, and healing.

We are very grateful to all the women who contributed, came to each session, told their story in verse, opened their hearts so that others might understand and to give hope to other women out there still suffering at the hands of abusive men. We look forward to sharing the finished book on a digital platform in the coming year.

ONE BILLION RISING - BREAK THE CHAIN

During the year we met with TAWS The Active Wellbeing Society to help us organise a performance of Break the Chain for One Billion Rising, an event which has taken place worldwide on February 14th every year since 2013. Weekly dance sessions were set up on zoom to practice and on the day itself, we were joined by Birmingham & Solihull Women's Aid, BVSC, TAWS, Jess Phillips MP, Heart of England Community Foundation Trust, WMPCC Victims Commissioner Nicky Brennan, Uni of Birmingham Research Team, women from our groups and our ambassador Scarlett Allen-Horten. It was an amazing day full of fun, connectedness, exercise, and sisterhood. Next year we are planning a bigger event so watch this space!

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2023

Brew HAHA

This year we celebrated International Women's Day alongside a packed sellout audience at Attico Brew in Stirchley. The event was a fundraiser for our project raising £1050. We were entertained by a fabulous all-female line up giving their time to support other women. With an

array of wonderful raffle prizes, non-stop laughter and being amongst so many wonderful people who came out on the snowiest night of the year to support us it was a night to remember. Thanks to Rachel Perkin who organised and compered the event and made us most welcome and thanks to Jess Phillips for nominating our project.

Local Family Justice Board conference

At the end of the year, we were asked to talk at an event we couldn't pass by. The Local Family Justice Board Conference. At the start of this report, we thanked the warrior women who turn up each day, who take part in programmes, workshops, and activities whilst fighting daily battles with ex partners and also the system. The goal of the day was to bring together the key professionals in the family justice world to deliver speeches, participate in a panel discussion and lead workshops on a wide range of key family justice topics. We are a long way from ensuring mothers are treated with compassion and understanding in the family court system, but we hope that our talk went some way in helping those present, which included Judges, social workers, family support workers, police and solicitors to understand the impact perpetrators have on the lives of women and children but also the support that is needed to support mothers post domestic abuse whilst navigating children's services and the family courts.

The Year Ahead

The year ahead will see us planning delivery of more programmes face-to-face whilst continuing to offer programmes on zoom; looking for a new venue that suits our ever-growing groups; and further developing partnership opportunities. A small number of volunteers were in place throughout the year offering invaluable skills to the team and gaining some new ones through training and the experience of shadowing team members. Our ambition is to increase this number through partnership working to develop a range of new opportunities.

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2023

This report has covered the different seasons, we end with 'Different Seasons' written by a Wise Warrior Woman.

'Different Seasons'

I went to bed last night and my mind wouldn't sleep.

I need to draw, but also get something written down.

I couldn't stop thinking about a bulb buried in the soil, no sign of growth, but keeping warm under the cold earth waiting for that moment maybe in Spring when it would start to emerge.

The earth I looked at as my life, or indeed anyone's life.

All having a different story under the ground nestling the bulb.

I looked at getting to know someone the true person inside the mask maybe.

Needing to get through that soil, the makeup of life to be able to emerge and maybe one day to bloom.

I look at my life in different seasons with this in mind.

The difficult times when you hide away, find anything comforting to get you through the day.

This is the winter.

I look at a person in the street.

glamorous young lady, high heels, smile on her face. The look of confidence, although this is

just the outer shell, the flower.

None of us knows what the other carries on a daily basis, the hurt inside someone's heart, the inner struggles. What's beneath the soil or indeed in it.

A touch of kindness, a gentle nurturing word and the bulb starts to move, the little green shoot springing forth into the daylight absorbing the sun.

This is the spring!

Reaching out wanting to grow, wanting to bloom, but not quite there. All the time beneath the surface lies the soil made up with its life story.

The bulb needs just the right environment to grow as we do as humans.

Sometimes it takes longer for one to bloom as it does in life and we get knocked down back into our bulb like state wondering whether the next spring will be our time to grow, to escape and spread any kind of beauty that may spill out of our petals.

The summer is just round the corner and like life we have no idea how this season will go, how long it will last, but it will come.

Sometimes the bulb doesn't bloom one year, but instead puts down its roots, feeds off the soil and earth and waits until the right moment to appear.

The summer is here

The flower has burst forth and stands enjoying the sun being appreciated by all. It's beautiful, but once again none of us know apart from the bulb what's in the soil, what's under the ground. This bulb found a way through to get to the surface and there it will stay until once again it's time to go to earth, take time out and rest ready for the next spring.

We need to look after each other, look beyond the flower.

Appreciate for who we are as we all have a story to tell, some soil is a lot deeper than others though and the roots grow far and wide until the time to emerge and break forth arrives.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Financial review

General

The total income for the charity, grants and donations, during the year was £156,867 (2022: £79,155). Of this £110,102 is from grants reported as restricted.

Total expenditure was £99,801 (2022: £125,208). Of this £92,275 relates to specific grants received, including those received in prior periods, and is reported as restricted.

The net result was a surplus for the year of £57,066 (2022: deficit of £46,053). This amount has been deducted from reserves leaving a balance carried forward for future use of £121,071 of which £86,877 is considered unrestricted and £34,194 restricted.

Acknowledgements

We are ever grateful to National Lottery Community Fund-Reaching Communities Midlands Region for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Birmingham City Council, University of Birmingham, West Midlands Police and Crime Commissioner and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £29k (mainly redundancy costs) plus three months running costs assessed at £30k. The Current reserves level of £86,877 is currently above this target but in the continuing difficult economic situation the trustees consider are taking a prudent approach to expenditure. The trustees will keep the situation under review.

Objectives and activities

April 1st 2022 - 31st March 2023

The activities of the charity during the past year are set out in the previous paragraphs. At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

Structure, governance and management

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

Organisation

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Structure, governance and management *(continued)*

Related Parties

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

Reference and administrative details

Registered charity name	WE:ARE Women's Empowerment And Recovery Educators Ltd
Charity registration number	1123337
Company registration number	06498953
Principal office and registered Office	St Bede's Church Bryndale Avenue Birmingham B14 6NG

The trustees

Dr A Coward	
SM Need	
D Edwards	(Resigned 18 January 2023)
J Guggenheim	
JH Godman	

Independent examiner	David Seeley FCA Accuo Accounting Limited Chartered Accountants Alvechurch Birmingham B48 7JX
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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Small company provisions

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

The trustees' annual report was approved on 29 September 2023 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to be 'J Guggenheim', written over a horizontal line.

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

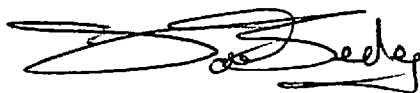
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

6 NOVEMBER 2023

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	<u>46,765</u>	<u>110,102</u>	<u>156,867</u>	<u>79,155</u>
Total income		<u>46,765</u>	<u>110,102</u>	<u>156,867</u>	<u>79,155</u>
Expenditure					
Expenditure on charitable activities	6,7	<u>7,526</u>	<u>92,275</u>	<u>99,801</u>	<u>125,208</u>
Total expenditure		<u>7,526</u>	<u>92,275</u>	<u>99,801</u>	<u>125,208</u>
Net income/(expenditure) and net movement in funds		<u>39,239</u>	<u>17,827</u>	<u>57,066</u>	<u>(46,053)</u>
Reconciliation of funds					
Total funds brought forward		<u>47,638</u>	<u>16,367</u>	<u>64,005</u>	<u>110,058</u>
Total funds carried forward		<u>86,877</u>	<u>34,194</u>	<u>121,071</u>	<u>64,005</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 22 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Current assets				
Debtors	15	19,957		—
Cash at bank and in hand		105,454		69,289
		<u>125,411</u>		<u>69,289</u>
Creditors: amounts falling due within one year	16	<u>4,340</u>		<u>5,284</u>
Net current assets			121,071	64,005
Total assets less current liabilities			121,071	64,005
Net assets			121,071	64,005
Funds of the charity				
Restricted funds			34,194	16,367
Unrestricted funds			86,877	47,638
Total charity funds	17		121,071	64,005

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 29 September 2023, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 15 to 22 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is St Bede's Church, Bryndale Avenue, Birmingham, B14 6NG.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subject to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no endowment funds.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers	- 33% straight line
-----------	---------------------

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	7,265	—	7,265
Grants			
Birmingham City Council	24,000	—	24,000
National Lottery Community Fund-RC Midlands Region	—	90,145	90,145
Peoples Health Trust	—	—	—
Saintbury Trust	—	—	—
Heart of England-Transition and Growth Fund	—	—	—
Grimmitt Trust	—	—	—
Heart of England-Mindfulness	—	—	—
University of Birmingham	10,500	—	10,500
Cole Charitable Trust	—	—	—
West Midlands Police	—	19,957	19,957
Government grant income	5,000	—	5,000
	<u>46,765</u>	<u>110,102</u>	<u>156,867</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	9,561	—	9,561
Grants			
Birmingham City Council	—	—	—
National Lottery Community Fund-RC Midlands Region	—	39,550	39,550
Peoples Health Trust	—	3,968	3,968
Saintbury Trust	3,000	—	3,000
Heart of England-Transition and Growth Fund	—	4,976	4,976
Grimmitt Trust	3,000	—	3,000
Heart of England-Mindfulness	—	2,000	2,000
University of Birmingham	3,400	—	3,400
Cole Charitable Trust	2,000	—	2,000
West Midlands Police	—	3,700	3,700
Government grant income	4,000	—	4,000
	<u>24,961</u>	<u>54,194</u>	<u>79,155</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Domestic Violence Programme	(5,964)	91,238	85,274
Support costs	13,490	1,037	14,527
	<u>7,526</u>	<u>92,275</u>	<u>99,801</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Domestic Violence Programme	15,674	86,171	101,845
Support costs	17,695	5,668	23,363
	<u>33,369</u>	<u>91,839</u>	<u>125,208</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Domestic Violence Programme	85,274	13,392	98,666	123,825
Governance costs	—	1,135	1,135	1,383
	<u>85,274</u>	<u>14,527</u>	<u>99,801</u>	<u>125,208</u>

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2023 £	Total 2022 £
Staff costs	13,392	13,392	21,980
Finance costs	98	98	81
Governance costs	1,037	1,037	1,302
	<u>14,527</u>	<u>14,527</u>	<u>23,363</u>

9. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Operating lease rentals	—	529

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

10. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	600	600
	<u>1,002</u>	<u>1,002</u>

11. Staff costs

The average head count of employees during the year was 3 (2022: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff involved in charitable activities	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

13. Transfers between funds

There were no transfers between funds during the year.

14. Tangible fixed assets

	Equipment	Total
	£	£
Cost		
At 1 April 2022 and 31 March 2023	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2022 and 31 March 2023	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2023	<u>—</u>	<u>—</u>
At 31 March 2022	<u>—</u>	<u>—</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

15. Debtors

	2023	2022
	£	£
Trade debtors	<u>19,957</u>	<u>—</u>

16. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals and deferred income	<u>4,340</u>	<u>5,284</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	<u>47,638</u>	<u>46,765</u>	<u>(7,526)</u>	<u>86,877</u>

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	<u>56,046</u>	<u>24,961</u>	<u>(33,369)</u>	<u>47,638</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Big Lottery-Main Grant-Interim Fund	–	–	–	–
Heart of England-Transition and Growth	2,454	–	–	2,454
Police and Crime Commissioner West Midlands Police	–	19,957	(19,928)	29
Big Lottery-Office for Civil Society	–	–	–	–
Heart of England-Women and Girls Fund	–	–	–	–
Peoples Health Trust	–	–	–	–
Heart of England-Mindfulness	–	–	–	–
National Lottery Community Fund	13,913	90,145	(72,347)	31,711
	<u>16,367</u>	<u>110,102</u>	<u>(92,275)</u>	<u>34,194</u>

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
Big Lottery-Main Grant-Interim Fund	46,520	–	(46,520)	–
Heart of England-Transition and Growth	161	4,976	(2,683)	2,454
Police and Crime Commissioner	976	–	(976)	–
West Midlands Police	(2,200)	3,700	(1,500)	–
Big Lottery-Office for Civil Society	130	–	(130)	–
Heart of England-Women and Girls Fund	2,766	–	(2,766)	–
Peoples Health Trust	5,659	3,968	(9,627)	–
Heart of England-Mindfulness	–	2,000	(2,000)	–
National Lottery Community Fund	–	39,550	(25,637)	13,913
	<u>54,012</u>	<u>54,194</u>	<u>(91,839)</u>	<u>16,367</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	91,217	34,194	125,411
Creditors less than 1 year	(4,340)	—	(4,340)
Net assets	86,877	34,194	121,071

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	47,638	16,367	64,005
Creditors less than 1 year	—	—	—
Net assets	47,638	16,367	64,005

WE:ARE Women's Empowerment And Recovery Educators

England & Wales - Charity number 1123337

Accounts

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

**Company Limited by Guarantee
Unaudited Financial Statements**

31 March 2022

WE:ARE Women's Empowerment And Recovery Educators Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

Chair's report

As I sit at my desk to pen this foreword my initial emotion is one of profound relief that we have come out of lockdown and that WE:ARE has survived financially.

Much research will be done over the next few years but my sense is that there will be a high price to pay for the loneliness and isolation that COVID 19 indirectly caused and the 200,000 deaths it directly caused. We know that domestic violence increased substantially in this period, as did home based child trauma. As ever, WE:ARE rose up to this dual challenge and carried on supporting women and their families and we received the joyful news of substantial funding from the Big Lottery that will take us to 2026 and beyond. Together, we survived this twin challenge and we look forward confidently to a better future for us all.

So, WE:ARE carried on creating the safe space to help women heal and thrive through our virtual offerings of the Freedom Programme, Own My Life and Healing Together. These core programmes were supplemented with enterprises such as the art group, book club and Walk and Talk. We know, through our Thrivership research, that women are empowered to start making future plans with a positive outlook, have significantly improved mental health and self-esteem, and regain a position where they can parent effectively again.

Naturally, women re-entering the work place or educational courses with improved self confidence and self advocacy has a hugely positive impact on their lives and the lives of their children. WE:ARE continues to excel at this vital and otherwise neglected work. I know, as a GP, that many women are still misdiagnosed with a multitude of physical and mental conditions and receive a vast input of investigations and so-called treatments when what they need are the trauma recovery programmes that our charity offers.

It continues to be a great honour for all the trustees to help support our key workers Jacky, Donna and Jo. Their commitment to the women and their skill and knowledge in all things trauma and recovery never ceases to amaze us all. I would like to place on record my thanks to them, my fellow trustees, the Big Lottery, Birmingham University, the West Midlands Police and Crime Commissioner, and Birmingham City Council.

There is much to be thankful for and much work still to do to work out new ways of working and to strengthen the resilience and sustainability of our small charity that achieves great things. So, we celebrate our survival and the thriving of the women in the project but we recognise there is still a lot of post pandemic recovery work to do both internally and externally.

I am confident we can rise up to this challenge together as the trustees, Jacky, Donna and Jo, our founders and our clients mutually work to fight against relational poverty so we can all experience the peace and security of balanced and healthy relationships that WE:ARE advocates. Jointly, we have achieved the fire that warms, the water that relieves thirst and the wind that caresses in our human connectivity and we celebrate this and look forward to the next instalment in our journey as we rise, reclaim and recover.

DR ANDREW COWARD
Chair

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

Forward

Well, what a year it has been, with so much uncertainty with funding, still facing the challenges of the pandemic and re-evaluating our delivery, we are proud to be still here offering a consistent service and still delivering on our vision of supporting women to Rise Reclaim and Recover post domestic abuse.

There has been lots of changes however, and sadly in August 2021 we had to say goodbye to three valued members of our team. Sadia and Sharmina were funded through Heart of England Community Foundation (HOECF) on a one-year contract and Tea was funded through Covid emergency funding. We fought hard seeking further funding to enable them to stay part of our team for as long as we could and managed to extend their contracts for a further 9 months. It is so hard when you invest in new team members and then have to say goodbye and watch them leave for pastures new. We thank them for their time as part of team WE:ARE and wish them every success in future endeavours. We know that all three are still doing wonderful work with women in a supporting capacity and still creating change in people lives. We are looking forward to seeing Sadia and Tea speaking at this years' Own My Life Conference in October 2022 and Sharmina has been back to deliver several workshops for us, so we are all still very much connected.

In November 2021 we received the news that year one of our 5-year bid to Reaching Communities was successful which enabled the three core members of our team to start planning the year ahead. Years 2-5 was revisited in March 2022 and we are delighted to announce that our bid was successful, and we are now funded until December 2026. Hannah also joined us which enabled our Mindfulness sessions to continue alongside our weekly yoga classes. Thank you to The National Lottery Reaching Communities Fund and especially our lottery officer Helen Kelly for believing in us and the work that we do. This means we can continue to deliver a consistent pathway of programmes which is our core offer and what we are known for in the City. This year we also received funding from Heart of England Community Foundation (HoECF) to offer our programmes over a 6-month period for women in Solihull. This has continued post funding. Further funding from West Midlands Police & Crime Commissioner, Saintbury Trust and the Grimmitt Trust enabled us to offer a range of workshops and activities to enhance our programmes.

Our year ahead will be looking at how we start to return to face-to-face delivery; what a hybrid service will look like; where it will be based; which programmes will remain on zoom; and which programmes will return to base. Offering a choice, to break down any barriers to participation, is our aim.

A special thank you to the **Wise Warrior Women** who have taken part in programmes, workshops, and activities this year and have shared their experiences in this report through their words and art.

Also, a big thank you to the mother and daughter who designed our Wonderful **Wise Warrior Women** mascots who accompany us to events, outings, and conferences.

Their shields are a reminder of the battles women face during and post domestic abuse, but also a reminder of the protective factor that comes when we find the right support and make new connections.



WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

Our Pathway of programmes

From Leaving to Healing

11 week Freedom Programme: exploring the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like

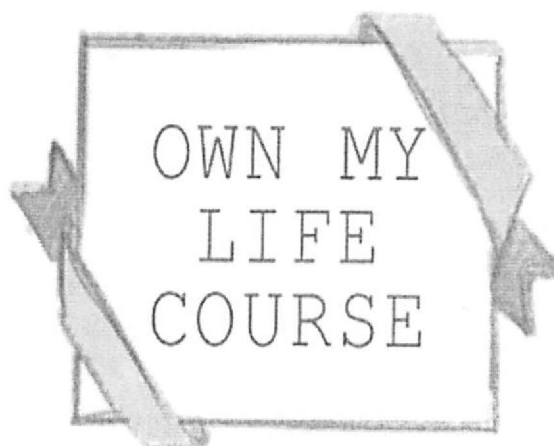
We have two groups running every week: a morning group and an evening group.

8 programmes were delivered throughout the year.



12 week Own My Life Programmes: an innovative, creative, and educational 12-week course for women. It supports women in *regaining ownership of their lives* when they have been subjected to domestic abuse. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. The *Own My Story Journal* provides women with space for *reflective practice* and includes all the information provided throughout the course. This becomes an ongoing resource for women after the course has finished.

6 programmes were delivered throughout the year



6 week Healing Together Programmes is a 6-week Programme originally written for children and young who are no longer living with the abusive adult. The aim is 'to know how your body and brain can work together to bring you to more calmness and focus when you need and want it'. We deliver the programme with mothers so that they can support their child's healing alongside their own. Mothers can use the handouts and exercises with themselves but also their children.

This programme written by Jane Evans and Asha Patel from Innovating Minds is unique in its approach as it combines trauma informed principles with: Relational approaches, Neuroscience and Attachment models. Reliable and valid outcome measures are used pre- and post- intervention to measure the impact of the programme. 6 programmes were delivered throughout the year.



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Year ended 31 March 2022

Freedom Programme Participants

Dear Warrior Woman

You are about to start a new journey. A journey where you get to see yourself differently. You are about to meet the you that no one has been lucky enough to see or truly experience yet because you have been playing a role, hiding, staying small and doing all you can do to survive.

This journey allows you to get the validation and acknowledgement for all those thoughts and feelings you used to question and doubt in yourself. This course provides a safe space to learn about a loving relationship. A new relationship with the self. You will discover what is okay and what is not okay to expect from a partner or a relationship. You will dive in to look at the unveiling of beliefs, habits, patterns, and behaviours that have become the reason for you feeling victim to your circumstance; you will begin to understand why feeling trapped, anxious and exhausted became a feeling of familiarity and normalcy for you.



This course helps you to gain clarity. Most importantly this course will remind you and inspire you to remember that there is ABSOLUTELY NOTHING WRONG WITH YOU and that you are not crazy or alone. It will remind you that you can do hard things and it will help you to gain confidence in yourself again and to repair your own relationship with your intuition. Slowly and together with other women like you, you will heal, process, gain insight and become stronger within yourself each day. I promise you friend, after doing this course you will start to feel whole again. I wish you all the success on your journey and I hope that wherever it takes you, you find yourself at the very centre of it.

Dear Wise Warrior Women

I want to share my journey with you, from the point of starting the 12-week Freedom Programme to the point of completion and where I find myself now, 12 weeks on. Had it not been for my Relate counsellor, I probably wouldn't have heard about the Freedom Programme.

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It had been just five months since I had left the unhealthy relationship and my counsellor had said that the programme would help me immensely. I didn't ask too many questions, and just accepted her advice in blind faith. To be honest I just wanted the mental and emotional hurt that I was feeling to stop. I wanted to understand how I had changed from a hands on, confident, fun filled, assertive, articulate, practical woman to one that shied away from any type of argument, that had stopped communicating, froze at the first sign of conflict and took long periods to respond to traumatic events, even when a response of some kind was crucial. I was also hugely distrustful of anyone that reached out to me.

Thankfully I didn't need to wait too long at all to commence the programme which had been designed to support, educate and liberate women from ALL walks of life.

Having had an initial zoom meeting with one of the women that ran the programme; I was reassured that I wouldn't need to speak about my own experiences directly and that confidentiality and safety was of paramount importance. I would never have to do anything that I wasn't comfortable with. This really put me at ease. I even allowed myself to feel a sense of hope that I would no longer feel alone, misunderstood and isolated.

The first session began with me staring at my laptop screen with about 18 women staring back. The two facilitators of the programme, instantly put us all at ease and step by step went through the programme plan and what we would be covering from week to week on the programme.

Here I was, having spent the last decade feeling so unimportant, insignificant and broken, sitting on the brink of a journey that was going to lead me....somewhere.

The programme consisted of discussions, videos, music, and materials with specific structured information and day trips out. It also consisted of a united sisterhood, lots of tears, laughter, a whole lot of soul searching and facing up to some very unpleasant truths.

As the weeks started to unfold, I came to the knowledge that the person I saw staring back at me in the mirror displayed all the natural responses of someone that had endured significant trauma over a long period of time. I spent the first 6 weeks of the programme crying a lot and saying very little as the course unpicked the various strategies that were used to bring a person under 'control'.

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Year ended 31 March 2022

I was also hugely touched by the strength and compassion of the other women that had also experienced various types of trauma. For the very first time ever, I didn't need to explain what I was feeling to others. I didn't need to justify why it took me so long to leave a harmful relationship. I didn't need to explain why I didn't stand up for myself in a way that others might approve of or understand. For the first time in years i felt accepted and more importantly understood. That in itself was a benchmark, liberating and pinnacle moment. Eureka! I'm not going mad!!!

As I progressed into the 7th week of the programme, I was beginning to understand how the drip, drip effect had worn me down over the years. I started to shift into a place of clarity and empowerment. I started to laugh again, i started to confront the hurt that the unhealthy relationship had caused to my child. I started to realise that there was life after trauma, that i was being liberated, that i was beginning to heal. Yes! I still had a very long way to go, but I was in a different space from where i was when the programme started. Something I didn't really believe was possible.

Another light bulb moment was realising that I was not responsible for the person I walked away from. I am responsible for me and my dependent child. What a great starting place!

They say knowledge is power. I want to say knowledge is empowerment that brings healthier choices.

At the final week i felt some trepidation in leaving the group i had become a part of but this feeling was very fleeting as i was being prepared to do the next part of the programme that focuses on helping you to move forward.

What i would want to say to any woman that's about to undertake the Freedom Programme is really short and simple. It's this:

'If you have the courage and the strength to have stayed in an unhealthy relationship and you have made it this far, then you have the courage and strength to make it through the programme. Stick with it and do your best not to miss any sessions, no matter how daunting a subject topic may appear. You owe it to yourself to take care of you and to love yourself, just as you have quite easily loved others. Go for it!! If I can do it, you can too!!

Rooting for you!!!



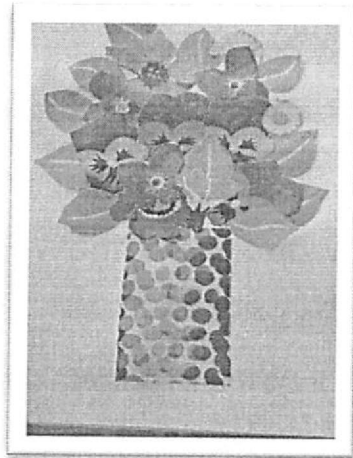
WE:ARE Women's Empowerment And Recovery Educators Ltd

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Year ended 31 March 2022

Own My Life Participants

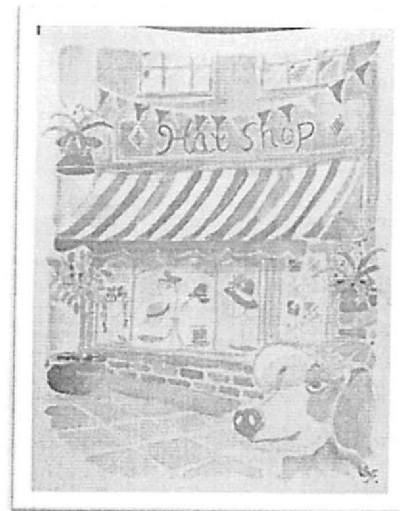


Dear Warrior Women

When starting the course, we found it very challenging. However, with all the great people you meet and with the help of Donna making it enjoyable it gets easier every session you complete. As you go through the course you will be amazed at how informative and helpful it is. There will be challenging weeks, but with the help of the group you will get through it. Stick at it because you will feel so much better about yourself at the end

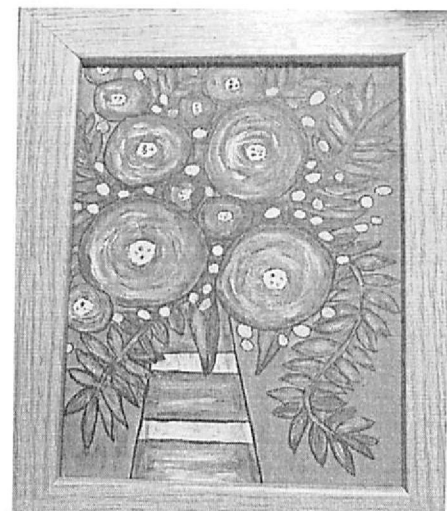
The Own My Life course was completely eye opening. It helped me to understand why history seemed to repeat itself for me and why I should stop blaming myself whilst also gaining an understanding of my responsibilities to myself going forward.

Learning about Maslow's hierarchy of needs, my personal values and how childhood experience affects adult relationships was so important - this is a vital step for rebuilding your life after abuse.



I found this course very interesting and very beneficial as I was a person who was in denial and didn't want to accept that I was going through domestic violence. I often blamed myself for the trauma and violence I was being put through and believed that I was the person who needed to change, but the own my life programme has made me see things and experience things from a different angle and perspective. It has also given me strength, courage, and willpower to be me again. I have finally accepted that I was the victim and I was going through domestic violence. Remember that we can beat this and overcome the trauma and achieve things we always wanted. We will get past this and we will be happy once again

WOMEN ARE STRONG BELIVE IN YOUR SELF.



WE:ARE Women's Empowerment And Recovery Educators Ltd

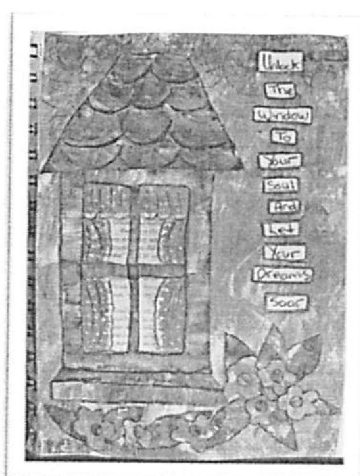
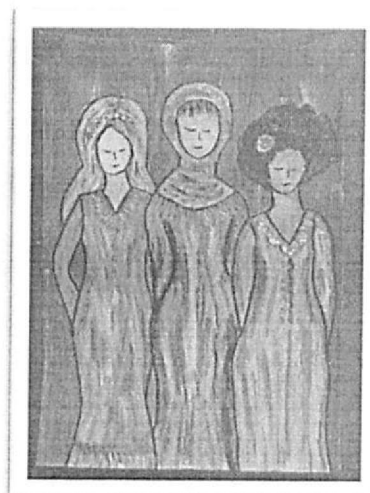
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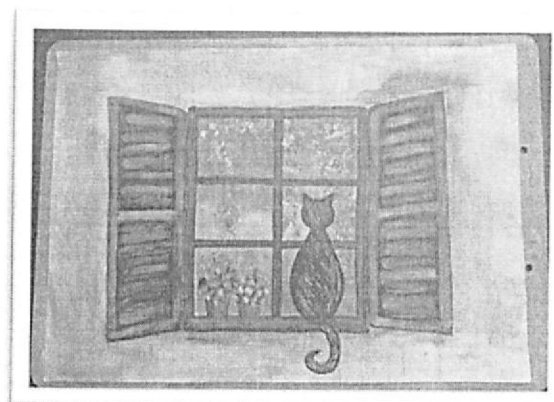
Healing Together Participants

*Dear Wonderful Warrior Woman,
Take the time to learn and understand
these simple but effective strategies to
calm both mind and body. Share them
with your children and experience the
healing together.*



*It is an amazing programme which has helped me
with the children and how they can best
communicate it to me as well as how I can identify
how they are feeling and how best to manage it.
An amazing tool to help your children deal with
their emotions, expressing them as well as dealing
with them themselves.*

*The 6 sessions are packed with simple
strategies designed to help parents
reconnect with our children by
understanding how the brain and body
work. I found it quite useful and was able
to laugh with my children too which
brought us closer as a family. Really
enjoyed the programme.*

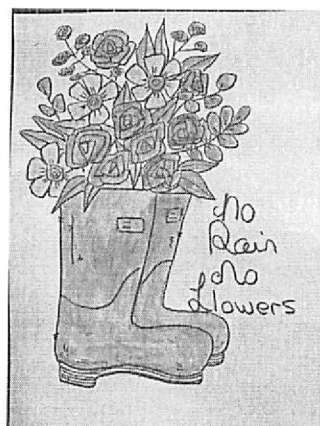


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Attending Healing Together encouraged me and my children to listen to our bodies/feelings. Inviting questions and further investigation into why we felt a certain way, what might be behind those feelings with a view to self-regulate utilising the strategies we learnt together. Being able to identify and self-regulate whilst understanding why our bodies and brains work this way has been an enormous benefit to my children and I. Healing Together is a wonderful course packing a wealth of knowledge and strategies in 6 weekly sessions.

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Our weekly Art Group



Our Art Group is delivered by Holly every Friday afternoon on zoom, this is complemented by a closed Facebook group where the art continues throughout the week with Holly posting step by step examples and women share their art and encourage each other.

I really enjoy the doodle art classes. We couldn't ask for a better tutor. Holly is so kind, positive and helpful. She sends out diagrams of how to build your picture, giving us the shapes like building blocks to base it on. You don't have to be a budding Van Gogh and just a biro and some paper will do fine. We have relaxing music on and we also chat. After the sessions I always feel at peace with the world. Art is very healing.

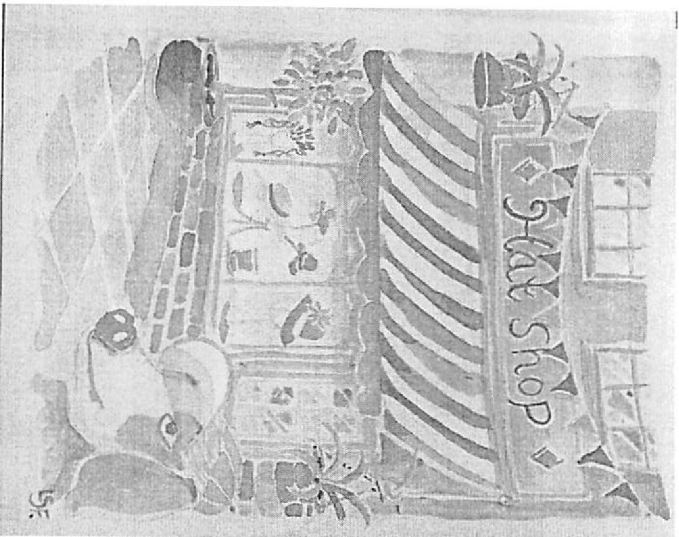


WE:ARE Women's Empowerment And Recovery Educators Ltd

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WE:ARE art group is more than just painting to me. It's about having someone to talk to, to interact with, to try and not be in that space of anxiety.

Most weeks Holly's art group is the only time I speak to people and I find it hard to do it then.

I have complex PTSD from the domestic violence and I find the action of painting helps my brain calm down, my body Feel safe, and my nervous system a chance to heal. Holly (art teacher)'s such an amazing and patient kind caring lady we are very blessed to have her... she gives us various levels of stuff to do depending on how poorly we are. It's such a loving and caring little arting community I feel like I can just be myself. We do all kinds of art from watercolour to collage to mixed media. Doing painting is the thing that I have found most healing during my healing journey. It has really helped me and I am so grateful to WE:ARE for helping me and being there for me.

Amazing ladies who really care. Knowing that they are there and I am not totally on my own is God send.

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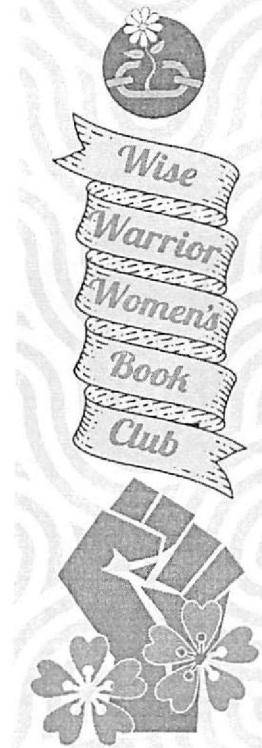
Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2022

WISE WARRIOR WOMEN'S BOOK CLUB

Our Book Club hosted by Donna, continues to strive post lockdown. It is a collaboration of Wonderful Wise Warrior Women who come together the second Monday of the month in a safe and supported environment to share their passion, interest and solidarity towards healing, celebrating women and discussing often silenced topics of discussion such as sexual abuse, gender inequality and emotional well-being. The group is designed to be fun and interactive with the aim of reclaiming our mind, voice and body through exploring reading and sharing together.

This year our book club included visits from Pat Craven author of the Freedom Programme and Living with the Dominator and Jess Phillips, MP and author of Speaking Truth to Power. We also read 'Why Women Are Blamed for Everything' by Dr Jessica Taylor and Invisible Women by Caroline Criado Perez. Our current book is Mrs P's Journey by Sarah Hartley which is the inspirational story of the woman who created the A-to-Z map. This will be followed by Spitfire Girl, the memoir of the remarkable Jackie Moggeridge: female pilot, Spitfire expert, and pioneer and Brene Brown's Braving the Wilderness, the quest for true belonging and the courage to stand alone. At book club we aim to collectively be the voice of OUR truth which will amplify the best not only in ourselves but also each other. We hope as a group we can create a collaboration of all the highlights of our learning and our most useful tips in Rising, Reclaiming and Recovering. A competition to create our own bookmark received some fantastic entries. Pictured is the winning bookmark.



I've been in the BOOK CLUB since the start, I've really enjoyed it. It's encouraged me to read for the first time in years and I'm reading books that I wouldn't have known about otherwise, all of which so far have been about empowerment, healing, and related issues, which helps towards recovery. I first joined the group during lockdown because I had gone so long without being able to talk to another adult and my mental health was started to be affected. The book club was the first conversation I'd had with someone in nearly a year. I was so grateful for it, it felt amazing.

I was a voracious reader but over time I was unable to still my mind enough to even read one page. Domestic Abuse stole the stillness of my mind, stole my peaceful moments. Trauma rages on. BOOK CLUB centres you, encourages a community of remarkable humans who have one simple request. Read, share then read again.

BOOK CLUB enables essential reading for validation and recovery. Shows how entrenched and normalised abuse is in our patriarchal society.



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Year ended 31 March 2022

Mindfulness

Our weekly Mindfulness sessions are a welcome addition to our programmes and a new venture for us at WE:ARE. First delivered by Tea and then halfway through the year Hannah took on the role adding it to her weekly delivery of yoga classes.

I would say I was overly eager to start the programme but shortly after joining realised it was not what I expected but most definitely what I needed. The sessions gave me a safe space to express my thoughts, whilst I worked on finding myself (I say finding myself because at many times during this journey I felt very lost'

Mindfulness gave me tools which helped me stay balanced during court hearings, helped me find balance during times when it felt like I had 20,000 thoughts swirling around in my head with a waiting list of 50,000 at the door'.

Each session feels like a hug of self-help, that gently reminds us that we are somebody, that we are strong and that we are survivors and that I personally am proud of who I have become.

The sessions have a range of discussions around meditation and how we are feeling. The sessions involve a variety of ways to meditate such as music, imagery, sounds, poems, movement and sometimes even food.

For myself at the end of the day when I am still trying to clear my mind, spending time with all the lovely ladies in the group supporting and reminding each other just how far we have come and how strong and amazing we are, is one of the best rewards to take away from Each session.

Yoga

Yoga and Vagus Nerve Exercises The hour-long weekly classes provided virtually by Hannah allows the women to explore and connect with their body in a way that feels safe to them. Hannah's mantra is "I know you can do more but can you do less." The vagus nerve exercises are extremely important as it enables the women, who have previously been living in fight / flight, to connect to the system that helps them enter these states and directly work with it to release and relax it.

Workshops and activities

Throughout the year we have organised a range of workshops and activities both on zoom and face to face to enhance our programme delivery and to introduce women to a range of different agencies and speakers.

All our workshops are promoted on our closed Facebook groups and through our inhouse newsletter born In April 2021. Written by Warrior Women for Warrior Women, it is

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Year ended 31 March 2022

produced and edited by Jo and a team of volunteers. It is filled each month with news about programmes and workshops and women are invited to send in poetry, recipes, book reviews, details of other organisations in the city, news articles, artwork and anything else of interest. Staff, trustees, and women on our mailing list look forward to it arriving in our mailbox on the 1st of every month. In May 2021 we held a competition to name the newsletter and *Warrior Wisdom* was chosen. In June a competition was held to produce a logo, and here is the fabulous winning entry.



Workshops throughout the year

April

- Labels in Society and their Impact with Dr Jo Watson Psychotherapist, trainer and activist.
- Two Easter family events were held at Parks for Play in Selly Oak

May

- Make Your Move Course with The Brandwood Centre - A 5-week course designed to inspire and motivate women to look at future goals and possible career choices.
- Virtual (mute) choir complete with tips, breathing exercises and plenty of laughter!
- Understanding Domestic Abuse and Mental Health from an Islamic Perspective
- Mindfulness Evening with Dr Liz Sparkes

June

- Mindfulness trip to the Lickey Hills
- Own My Life Group Celebration Cannon Hill Park
- Own My Life Conference/Celebration Party Attended by WE:ARE team and Own My Life participants

July

- Mental Health First Aider Taster Session with Birmingham and Solihull Mental Health Trust
- Family Fun Event

August

- 2 x Family Fun Events

September

- Stress Management Workshop

November

- Jane Evans (thejaneevans.com) 4 sessions The Sub-Conscious Mind and Self-Beliefs

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December

- The Wheel of Life with Sandra and Charlotte from Champs for Change
- Lundy Bancroft Webinar – Understanding the Domestic Abuser
- Wise Warrior Women's Book Club trip to Birmingham Central Library
- Lundy Bancroft Webinar – The Things People Are Least Likely to Tell You About Abusive Men
- Children's Christmas Party

January

- Lundy Bancroft Webinar – Post Separation Abuse
- Tree of Life 2 Sessions

February

- Galantines Party - crafts, poetry and music
- Tree of Life Session
- Storms of Life Session

March

- An Introduction to Excel with Dot

2 Easter Holiday
play dates for you

12th April and 19th April
10.30am-1.30pm
Coronation Road Play Centre,
corner of Dawlish and Coronation Roads
Selly Oak

email info@weareuk.org
call or text Jacky on 07868163103 or Donna on 07497105752

fabulous food
and fun
for free!

Come with your children
to enjoy lunch and play
The day is aimed at
primary aged children
but younger and older
siblings can come with
their families

Bring
them
Brum

Parks 4 Play

Excel

WE ARE CHRISTMAS

Calling all Mum's with 5 - 11 years old, join us for
some festive fun. Your children will get a mini
disco, party games, circus skills, art & crafts and
party food, and you will be able to chill out in a
nearby room. Limited spaces left. Email
donna@weareuk.org to be added to the list

Date: Monday 20 November
Time: 11am - 2pm
Where: All Saints Centre
2 Vicarage Road, The Village Square
Birmingham, B14 7RA

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Year ended 31 March 2022

Birmingham City Council Domestic Abuse Assessment of Needs

In 29th April the Domestic Abuse Bill was signed into law to provide further protections to the millions of people who experience domestic abuse and strengthen measures to prevent and tackle perpetrators.

BVSC were commissioned to undertake a comprehensive assessment of need in relation to domestic abuse in Birmingham. This assessment was to enable those affected by domestic abuse and services who work with people affected by domestic abuse, to have a voice. Two questionnaires were designed to seek information from both those affected personally by domestic abuse and those who work with survivors of domestic abuse in Birmingham.

We wanted to ensure that the voices of women who are part of WE:ARE were heard. Women completed surveys and attended a workshop in August 2021 to talk about their experiences of accessing services in the city, the many gaps and recommendations of what needs to change. From the findings of the needs assessment funding was made available to support smaller organisations in the city which we have applied for and are awaiting the outcome.

RESEARCH With University of Birmingham

This year our team become co-researchers with The University of Birmingham who are leading a new study to identify the impact COVID-19 has had on domestic abuse survivors seeking help and the best support packages that can be remotely accessed.

Funded by the National Institute for Health Research (NIHR), the research is being carried out in collaboration with Oxford Brookes University ourselves WE:ARE and Women's Aid.

The 15-month study will be delivered via four work packages.

Six women who had completed our programmes formed a *survivor panel* and contributed substantially to the design of the study, including the wording of interview questions to ensure they were trauma-informed and appropriate; how and where it was promoted; supported the delivery of the research iteratively; and finally, once completed *the survivor panel* will be integrally involved in interpretation of the findings.

We are incredibly proud to be playing a key role in this vital research. We hope it will provide the information for local government and policymakers to make the most informed commissioning decisions in order to provide survivors the highest quality support possible. Survivors need time to heal after leaving an abuser; the healing process takes time, energy, supportive positive connections, and having a 'space for action' – without which the abuser can edge their way back into the family home and destroy any improvements the survivors have made in their lives. It has been so interesting to hear about remote services across the country; what is available; what isn't; what the barriers are; and what would be more helpful.

The researcher team will also carry out a systematic mapping exercise to identify and assess existing remote interventions for domestic violence and abuse in the UK and will then compile a freely accessible online guidebook of these solutions. They will then rank them to identify the best and most cost-effective existing remote solutions.

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Year ended 31 March 2022

'Research study on resistance and coping among domestic abuse survivors'

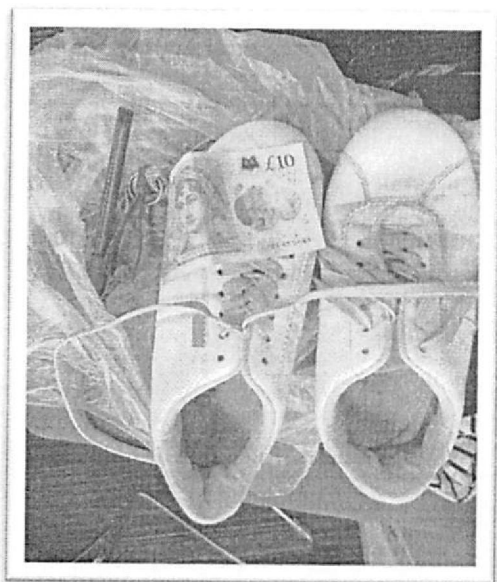
On a second research project we worked with Professor Caroline Bradbury-Jones and Dr Lucy Kelsall-Knight from the University of Birmingham to explore how women who have subjected to domestic abuse use a range of strategies to honour resistance, manage the risk, avoid the abuse and cope with the pain, all whilst living under a regime of power and control. Through focus groups both online and face to face women used creativity to express their resistance and their story to survivorship. Here are some examples. The research will be finalised and published in June 2022

Dastard in tin foil – 'I did it to calm me down and to stop ruminating about my current situation and unpleasant divorce, to quieten the inner critic. But also, to have a reminder always that relationships may not always be what they seem initially.

All the colours in the two knights have been used somewhere else to show their lack of originality and imagination. The medieval Knight is what is going on in his head, the gallant Knight.

The eagle eyed amongst us may notice the crown for the King of the Castle and the Robin, a reference to Monty Python's Spamalot and the Ballad of Sir Robin who bravely ran away.

The smaller, Lego style (or Minecraft depending on generation!) Knight is the reality of him playing dress up in the back garden with the family pet amongst the flowerpot.



You can often tell when something is about to happen, explode, kick-off. My resistance was being prepared, my eye half on him, half on the escape route, back door slightly ajar, hidden in the back garden, in bushes by the gate, a carrier bag for emergencies.

Inside were trainers, spare key, pen, money, old cheap phone. Too many times I had ran out the door into the streets and kept running before I realised I had no shoes on, no money, and nowhere to go. You can only get so far in bare feet without looking odd. The escape bag was used many times before I finally ran for good and didn't go back. The picture is a reminder of my resistance and just one of the innovative ways of surviving just another day.

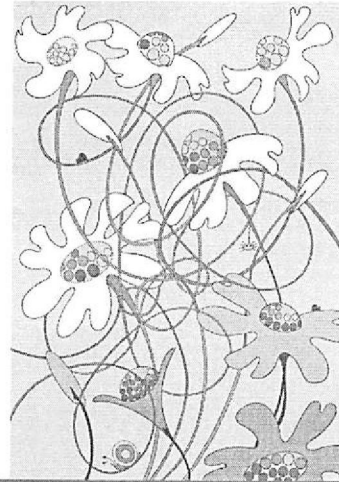
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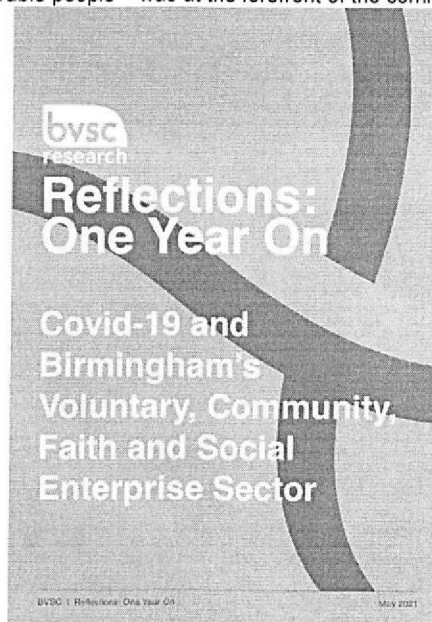
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*The daisies intertwined weaving their way in
and out reaching for the sky. Each individual
stalk taking a different path to achieve their
goal. To reach out and bloom.
Some having added assistance on the way to
produce colour, bright and beautiful. Some
dulled with life and not expressing their true
worth and brilliance, being held back. Each
having their own journey at times so hard they
couldn't see the sun, or light.
Just a glimmer was all that was needed. A
drop of rain to encourage change and growth.*



In May 2021 we were featured in BVSC's Reflections: One Year On Covid-19 and Birmingham's Voluntary, Community, Faith and Social Enterprise Sector [Ref: One Year On | Birmingham Voluntary Service Council \(bvsc.org\)](#)

The forward by Brian Carr, BVSC's CEO stated that 'Given the force and extent of Covid's impact, it's perhaps no surprise that the VCFSE sector – which is large founded upon addressing the pressing unmet needs of vulnerable people – was at the forefront of the community response'.



WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

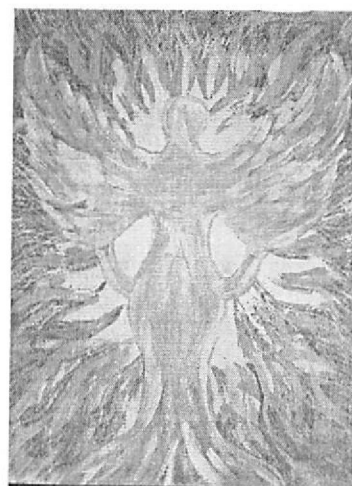
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Select Committee Meetings

In June 2021 we were invited to participate in the House of Lords Public Services Committee inquiry on *Children in crisis: the role of public services in overcoming child vulnerability*. Women from our programmes completed questionnaires; took part in a focus group and attended a meeting with 12 members of the Select Committee. In September 2021 our Project Manager was invited to speak to the Public Services Committee at the House of Lords Public evidence session to inform them of our experiences of working with families on the frontline.

The Public Services Committee published its report, *Children in crisis: the role of public services in overcoming child vulnerability* in December 2021. The inquiry concluded that this crisis in child vulnerability requires urgent action from the Government. In the report, the Committee established that the past decade had ushered in a crisis in child vulnerability, with over one million children in England currently growing up with reduced life chances. The inquiry called on the Government to act urgently to support vulnerable children, to allow them to go on to live productive, fulfilling and rewarding lives.



WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

Poetry Prescribed Workshops

In June 2021 we met with Miss Yankey a British/Ghanaian Writer, Activist, and Spoken Word artist to hear about her Poetry Prescribed sessions. After seeing her perform at Million Women Rise march in London, we were excited about the possibility of offering her workshops to our groups.

Miss Yankey has a breadth of experience having worked with organisations including BBC Radio London, London's City Hall, Royal College of Psychiatrists, Birmingham University, Rethink, Youth Realities, Women & Girls Network, London Academy of Excellence, and Mind.

With funding from West Midlands Police and Crime Commissioner a series of workshops were organised entitled 'Sisterhood, Self-Care, Conversation & Creation'

Sessions included:

- Poetry readings from Miss Yankey
- A guided meditation exercise
- Discussion/reflection activities
- Guided writing exercises
- Practical tips and advice about using poetry and other forms of writing to support mental health and wellbeing
- Positive affirmation activities
- Electronic copies of all workshop material with additional creative writing tasks to take away and utilise

The idea was to create a safe space for women to take time for themselves and join together in sisterhood with other women in order to express themselves through conversation and creative writing.

Miss Yankey's closing line was 'Thank you so much for bringing Poetry Prescribed to WE:ARE, it was an incredible group, and I am so happy that you believed in the power of poetry and went with it!'

We had an amazing 6 sessions which produced so much poetry that could literally fill a book, and with that in mind we will be working with Miss Yankey and members of the group to produce a booklet of the poems. We are in the process of finalising a workshop to plan the final publication, so keep an eye on our website for an update. In the meantime, here are two poems written by one of our Wise warrior women Poets.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

*How do you know you are on the right track?
My poem for my fellow warrior women.*

*It's in the way you hold yourself
Walking taller
Feeling more sure*

*It's in the way you consider your options
And not be bullied any more*

*It's in the way your hairs stand on end
When others words ring true*

*It's in the way those warrior women are
always there for you.*

Thank you warrior women xXx

*If escaping an abusive partner was an Olympic
sport*

*You jumped higher than anyone thought possible,
with the weight of the world on your shoulders.
You ran faster than you have ever run before,
whilst being dragged back by the bonds of trauma.*

*You lifted the little ones high, for as long as you
could,
to protect their innocence from the dangers all
around them.*

*And each time you dived into the unknown,
you held your breath,
and tried not to make a splash
or the slightest ripple that he would notice.*

*If escaping domestic abuse was an Olympic sport,
my friends, you would all be on track for
team gold 🏆*

The final spoken word goes to Captain Survivor

*I was asked to design a superhero of
me. Gosh anyone who knows me well
will know that this was already a
stumbling block, but I knew this would
help me. So, I set to work.*

*I imagined myself as Superwoman...no
way!
I really tried but came up with the same
answer each time.*

I am me.

*For years I tried to change.
I tried to be the person that my
perpetrator and others expected of me.
This wasn't happening. It was like being
told to learn to forgive,
Yet when I forgave felt more was being
thrown my way. I kept giving. It wasn't
working.*

Captain survivor.

To be able to see through the charm.
To be able to help people who have been traumatised.
To be able to tell people the good work
WE:ARE do.

To shake up people in power so that change happens.
To change the way women are treated.
To remove every abuser and put them on a deserted island so they
have to live with each other.
To be me



WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

It was a reminder that I should try harder,

Do better,

Be the amazing person I should be.

Hold down a job.

Look after my family. Bring in a wage.

Look beautiful. Wear a mask.

Wear the fashion expected of me. Speak when spoken too. Don't say too much.

In all of this I wanted to be accepted as me.

In accepting me as myself I now know it is the only way to move forward.

So going back to superheroes it had to be me.

No way practically perfect in anyway, but me.

I am proud to be me.

This doesn't say in any way that it hasn't been hard.

I'm learning with trauma it has to be revisited in order to keep on moving forward.

I have to keep working on it.

I have called myself Captain Survivor.

I have survived.

I am moving on.

I am learning to be kind to myself.

So, Captain Survivor. I am fine as myself. No excuses made.

However, in my picture who knows what's under the coat, those slight flashes of colour that seep through.

The change that can be made and is now allowed to happen.

A wonderful charity called WE:ARE have supported me in my journey.

They continue to support as they know that trauma can last a lifetime.

They do such amazing work. I don't know where I would be without their support.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

Objectives and activities

April 1st 2021 - 31st March 2022

The activities of the charity during the past year are set out in the previous pages. At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

Achievements and performance

The achievements and performance of the charity during the past year are set out in earlier pages.

Financial review

General

The total income for the charity, grants and donations, during the year was £79,155 (2021: £202,095). Of this £54,194 is from grants reported as restricted.

Total expenditure was £125,208 (2021: £172,315). Of this £91,839 relates to specific grants received, including those received in prior periods, and is reported as restricted.

The net result was a deficit for the year of £46,053 (2021: surplus of £29,780). This amount has been deducted from reserves leaving a balance carried forward for future use of £64,085 of which £47,638 is considered unrestricted and £16,367 restricted.

Acknowledgements

We are ever grateful to National Lottery Community Fund-Reaching Communities Midlands Region for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Peoples Health Trust, Heart of England Community Funds, and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £29k (mainly redundancy costs) plus three months running costs assessed at £30k. The Current reserves level of £47,638 is broadly is lower than the trustees would like but reflects difficult economic situation. The trustees will keep the situation under review.

Structure, governance and management

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

Organisation

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

Related Parties

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2022

Reference and administrative details

Registered charity name	WE:ARE Women's Empowerment And Recovery Educators Ltd
Charity registration number	1123337
Company registration number	06498953
Principal office and registered office	St Bede's Church Bryndale Avenue Birmingham B14 6NG

The trustees

Dr A Coward
SM Need
D Edwards
J Guggenheim
JH Godman

Independent examiner	David Seeley FCA Accuo Accounting Limited Chartered Accountants Alvechurch Birmingham B48 7JX
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Small company provisions

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

The trustees' annual report was approved on 2 September 2022 and signed on behalf of the board of trustees by:



J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

28/1/2022

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

			2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	24,961	54,194	79,155	202,095
Total income		<u>24,961</u>	<u>54,194</u>	<u>79,155</u>	<u>202,095</u>
Expenditure					
Expenditure on charitable activities	6,7	33,369	91,839	125,208	172,315
Total expenditure		<u>33,369</u>	<u>91,839</u>	<u>125,208</u>	<u>172,315</u>
Net (expenditure)/income and net movement in funds		<u>(8,408)</u>	<u>(37,645)</u>	<u>(46,053)</u>	<u>29,780</u>
Reconciliation of funds					
Total funds brought forward		56,046	54,012	110,058	80,278
Total funds carried forward		<u>47,638</u>	<u>16,367</u>	<u>64,005</u>	<u>110,058</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 29 to 36 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Current assets			
Debtors	15	–	4,560
Cash at bank and in hand		69,289	116,474
		<u>69,289</u>	<u>121,034</u>
Creditors: amounts falling due within one year	16	<u>5,284</u>	<u>10,976</u>
Net current assets		64,005	110,058
Total assets less current liabilities		64,005	110,058
Net assets		64,005	110,058
Funds of the charity			
Restricted funds		16,367	54,012
Unrestricted funds		<u>47,638</u>	<u>56,046</u>
Total charity funds	17	64,005	110,058

For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 2 September 2022, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 29 to 36 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is St Bede's Church, Bryndale Avenue, Birmingham, B14 6NG.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subject to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no endowment funds.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers - 33% straight line

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	9,561	–	9,561
Grants			
National Lottery Community Fund-RC Midlands Region	–	39,550	39,550
Heart of England-Women and Girls Fund	–	–	–
National Lottery-Interim Grants	–	–	–
National Lottery-Office for Civil Society	–	–	–
Peoples Health Trust	–	3,968	3,968
Police and Crime Commissioner	–	–	–
Saintbury Trust	3,000	–	3,000
Heart of England-Transition and Growth Fund	–	4,976	4,976
Grimmitt Trust	3,000	–	3,000
Heart of England-Mindfulness	–	2,000	2,000
University of Birmingham	3,400	–	3,400
Cole Charitable Trust	2,000	–	2,000
West Midlands Police	–	3,700	3,700
Government grant income	4,000	–	4,000
	<u>24,961</u>	<u>54,194</u>	<u>79,155</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	4,049	–	4,049
Grants			
National Lottery Community Fund-RC Midlands Region	–	50,313	50,313
Heart of England-Women and Girls Fund	–	3,000	3,000
National Lottery-Interim Grants	–	50,000	50,000
National Lottery-Office for Civil Society	–	50,000	50,000
Peoples Health Trust	–	9,924	9,924
Police and Crime Commissioner	–	30,809	30,809
Saintbury Trust	–	–	–
Heart of England-Transition and Growth Fund	–	–	–
Grimmitt Trust	–	–	–
Heart of England-Mindfulness	–	–	–
University of Birmingham	–	–	–
Cole Charitable Trust	–	–	–
West Midlands Police	–	–	–
Government grant income	4,000	–	4,000
	<u>8,049</u>	<u>194,046</u>	<u>202,095</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

6. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Domestic Violence Programme	15,674	86,171	101,845
Support costs	17,695	5,668	23,363
	<u>33,369</u>	<u>91,839</u>	<u>125,208</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Domestic Violence Programme	4,107	158,617	162,724
Support costs	–	9,591	9,591
	<u>4,107</u>	<u>168,208</u>	<u>172,315</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£
Domestic Violence Programme	101,845	21,980	123,825	171,224
Governance costs	–	1,383	1,383	1,091
	<u>101,845</u>	<u>23,363</u>	<u>125,208</u>	<u>172,315</u>

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme	Total 2022	Total 2021
	£	£	£
Staff costs	21,980	21,980	8,500
Finance costs	81	81	–
Governance costs	1,302	1,302	1,091
	<u>23,363</u>	<u>23,363</u>	<u>9,591</u>

9. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2022	2021
	£	£
Operating lease rentals	<u>529</u>	<u>706</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

10. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	600	600
	<u>1,002</u>	<u>1,002</u>

11. Staff costs

The average head count of employees during the year was 4 (2021: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff involved in charitable activities	<u>3</u>	<u>5</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

13. Transfers between funds

There were no transfers between funds during the year.

14. Tangible fixed assets

	Equipment	Total
	£	£
Cost		
At 1 April 2021 and 31 March 2022	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2021 and 31 March 2022	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2022	<u>—</u>	<u>—</u>
At 31 March 2021	<u>—</u>	<u>—</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

15. Debtors

	2022	2021
	£	£
Prepayments and accrued income	<u>—</u>	<u>4,560</u>

16. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	<u>5,284</u>	<u>10,976</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	<u>56,046</u>	<u>24,961</u>	<u>(33,369)</u>	<u>47,638</u>

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General funds	<u>52,104</u>	<u>8,049</u>	<u>(4,107)</u>	<u>56,046</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
National Lottery Community Fund-RC Midlands Region	–	39,550	(25,637)	13,913
National Lottery-Main Grant-Interim Fund	46,520	–	(46,520)	–
Heart of England-Transition and Growth	161	4,976	(2,683)	2,454
Police and Crime Commissioner	976	–	(976)	–
West Midlands Police	(2,200)	3,700	(1,500)	–
National Lottery-Office for Civil Society	130	–	(130)	–
Heart of England-Women and Girls Fund	2,766	–	(2,766)	–
Peoples Health Trust	5,659	3,968	(9,627)	–
Heart of England-Mindfulness	–	2,000	(2,000)	–
	<u>54,012</u>	<u>54,194</u>	<u>(91,839)</u>	<u>16,367</u>

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
National Lottery Community Fund-RC Midlands Region	124	50,313	(50,437)	–
National Lottery-Main Grant-Interim Fund	–	50,000	(3,480)	46,520
Heart of England-Transition and Growth	20,316	–	(20,155)	161
Police and Crime Commissioner	–	30,809	(29,833)	976
West Midlands Police	–	–	(2,200)	(2,200)
National Lottery-Office for Civil Society	–	50,000	(49,870)	130
Heart of England-Women and Girls Fund	4,466	3,000	(4,700)	2,766
Peoples Health Trust	3,268	9,924	(7,533)	5,659
Heart of England-Mindfulness	–	–	–	–
	<u>28,174</u>	<u>194,046</u>	<u>(168,208)</u>	<u>54,012</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	47,639	16,366	64,005
Creditors less than 1 year	—	—	—
Net assets	<u>47,639</u>	<u>16,366</u>	<u>64,005</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	67,022	54,012	121,034
Creditors less than 1 year	(10,976)	—	(10,976)
Net assets	<u>56,046</u>	<u>54,012</u>	<u>110,058</u>

WE:ARE Women's Empowerment And Recovery Educators

England & Wales - Charity number 1123337

Accounts

WE:ARE Annual Report 2020/21



**The past no longer defines
us and we shall
Rise. Reclaim. Recover.**



Chairs Introduction

The last year has been dominated by Covid, lockdown, and 137,000 deaths. It has been one of the most challenging years since the second world war. And we know domestic violence has spiralled out of control with the number of contacts up by 60% to the Domestic Abuse helpline- "an epidemic beneath a pandemic".

Nonetheless WE:ARE has continued its heroic work and expanded its online offering helping more women recover from their trauma. I pay tribute to the whole team for how they have, almost overnight, transformed our long-established small group work into hosted zoom sessions.

This has enabled us to reach more women and the feedback has been broadly positive with women taking advantage of not needing to travel to the project or arrange childcare. "Own My Life" has been a particular highlight in terms of how it works in the virtual world.

It's not just the courses though- it is the ability of our key workers Jacky, Donna and Jo, and newest team members, Teresa, Sharmina and Sadia to create a real sense of community even in a remote world. That is the single greatest thing that strikes me as Chair. The women are expertly nourished in their minds and cherished in their hearts and this sense of being part of something wonderful is truly part of the recovery and healing process.

We are grateful for all our sponsors and particularly the The National Lottery Community Fund and the West Midlands Police and Crime Commissioner for continuing to back us with a clear understanding of what we are and what we offer.

We have faced this "epidemic beneath a pandemic" together as my fellow trustees partner with all our key workers and beyond to the women and children in the project.

I feel a great sense of pride in the work of WE:ARE for all these reasons and I and my fellow trustees cannot thank Jacky, Donna, Jo, Teresa, Sharmina and Sadia for their skills, determination, knowledge , love and sheer grit.

As Shakespeare said love " looks at tempests and is not shaken" and that can be our motto for the last year.

Dr Andrew Coward
Chair

Foreword

Leaving is a process and healing is a process and we hope this report shows how with the right support at the right time by the right people amazing things can be achieved. Our programme delivery, workshops, activities and events through COVID are explained throughout this report, so please take the time to read, learn and understand more about the pathway from leaving to healing and how this was all still possible whilst under lockdown.

We'll never forget the day we went into lockdown. We were in the middle of delivering our programmes and women were also enjoying taking part in art, dance, and yoga. One of the biggest impacts of domestic abuse is isolation and here we were a 'community of support' reconnecting and rebuilding links and suddenly it was coming to a halt and isolation was about to start again.

The next day our team set up what I can only explain as a factory line conveyor belt. The photocopier was on overtime printing out worksheets and programme packs so that our groups could at least have access to programme materials until we could get back to normal! We also packed Freedom Programme books and workbooks and made several trips to the post office. We worked non-stop not knowing when we'd be able to open again. Cars were packed with our computers and equipment and we all left to set up temporary offices in our homes.

We quickly become innovative and proactive in finding ways to help the women still feel connected, cared for and supported. Adapting our work remotely has been more successful than we could ever have imagined. Women who had previously worried about travelling from all over the City to get to us and worried about travel costs and childcare could now attend from the comfort of their own homes. Many have preferred it and have been able to access even more sessions with the choice of attending something different every day. Women need time to heal after leaving an abuser, the healing process takes time, energy, supportive positive connections and having a 'space for action'. Without it the abuser can use this lockdown time to edge his way back into the family home and destroy any improvements women and children have made in their lives. Being part of a group brings new connections, a sense of belonging and a feeling of 'I'm not alone anymore'.

Being on screen and taking part in programmes on zoom was quite daunting for some at the beginning but initial one-to-one zoom sessions before joining the groups made that transition less daunting, we wanted women to feel as safe and comfortable as possible about participating. On zoom women have the choice of how long they stay, how much or little they want to participate, how much they want to hear from others. The mute and volume buttons provide safety from hearing or sharing too much and put them back in control.

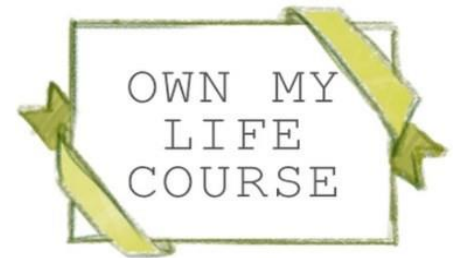
Thanks to Heart of England Community Foundation we welcomed two new members of staff In January 2020, Sadia and Sharmina who even though they only had three months working with us before lockdown, settled in as if they had been part of WE:ARE for so much longer. With further funding from The National Lottery and West Midlands Police and Crime Commissioner we welcomed Teresa and our team of 7 worked non-stop to ensure we could manage the increased demand due to the fact we're the only organisation in the City offering programmes online. We found ourselves in constant demand from Birmingham Children's Trust and saw an increase in demand from Healthy Minds, Birmingham City Council, and a range of housing organisations, health, police and domestic abuse agencies. We wanted to ensure that every women who contacted us was able to attend sessions so we offered morning, afternoon and evening sessions and that a wide range of programmes and activities were on offer to see them through this time of further isolation.

Over the last year we have delivered the following...

12 x 11 week Freedom Programmes: exploring the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like. 220 women attended sessions during the last year. We have just celebrated our **66th Freedom Programme** that's **720 sessions** since we first attended Pat Craven's facilitator training in 2009. Since lockdown Freedom Programme has been adapted to Zoom and is proving even more popular online with two groups running every week; a morning group and an evening group.



15 x 12 week Own My Life Programmes: an innovative, creative and educational 12-week course for women. It supports women in **regaining ownership of their lives** when they have been subjected to domestic abuse. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. The **Own My Story Journal** provides women with space for **reflective practice** and includes all the information provided throughout the course. This becomes an ongoing resource for women after the course has finished. 112 women attended during lockdown.



3 x 8-week Mindfulness Programmes | A Mindful Retreat Day | Friday Evening Mindfulness Drop-in

The Mindfulness Programme was in fact requested by women on our programmes. 52 women have participated with a further group awaiting the next programme. Our team member Tea, alongside Dr Liz Sparkes and the women who have attended the above sessions, are currently developing our very own trauma-informed mindfulness course tailored to the needs of women who have experienced trauma from domestic abuse.

The plan is to pilot this course with the women involved in the research sessions and with further funding add it to our pathway of programmes 'From Leaving to Healing'.

An important part of mindfulness is reconnecting with our bodies and the sensations they experience. This means waking up to the sights, sounds, smells and tastes of the present moment. It is an awareness of our thoughts and feelings as they happen moment to moment, and it is about allowing ourselves to see the present moment clearly. When we do that, it can positively change the way we see ourselves and our lives.

"This mindfulness has been life-changing. It helps me calm down and calm my mind and It's allowed me to realise that I am deserving of this time for myself, and I deserve to do this".

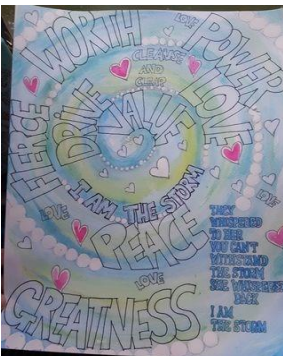
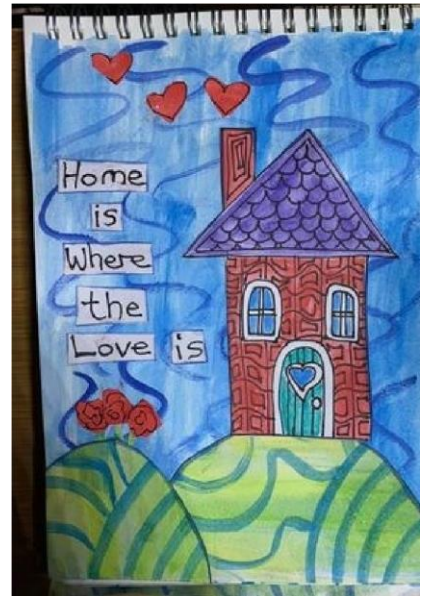
"Mindfulness is a safe space that gives me permission to stop and deal with my trauma and my recovery".

Other Health and Wellbeing Activities

Art Group

Our weekly Artist in Residence Holly Nolan supports women on our programmes to deliver outstanding pieces of work. As we headed into lockdown, Holly quickly adapted her way of working and within days had reconnected the group through a closed Facebook group where they draw and paint and share each other's work online after watching Holly's demonstrations. The sessions have helped in building connections with others, and women tell us how creating together has reduced their loneliness and improved their emotional well-being. Art packs were sent out to participants so that they could experiment with acrylics, gouache, watercolours and ink. With requests from participants a weekly live zoom sessions were added, High Tea with Holly was created so that they could paint together in real time whilst chatting, connecting and creating. Women tell us how creating together has reduced their loneliness and improved their emotional well-being.

"I have been watching Holly's posts throughout lockdown and they always make me smile. It never ceases to amaze me how many ideas that are posted our way to inspire. Creativity has kept me going through really difficult times. It brings me hope, so thank you."



"The Art kit was the beginning of my journey to make 'me time' and do something for me that I could / can feel proud of. The zoom art sessions have been fab and learning how to use acrylics, stencils, pattern printing has opened up the possibilities for me to be more adventurous with my art and enjoy the company of others with great tuition from Holly. And I must add the complimentary comments when showing off artwork is a real boost Love love love the art group! And can't thank Holly enough and it wouldn't be possible without the funding xxx"

"I loved art as a child and at school but quickly lost confidence as an adult. While in an abusive relationship, my time and activities were controlled and any attempt at creativity was ridiculed. Even after getting free, I found I was too anxious to try, and worried about failing and it seemed selfish to spend time or money on myself. The art club and activities were a safe, non-judgmental place to reconnect with drawing, playing, colour and expression. I became more confident, in being creative, in communicating in the group and prioritising self-care and self compassion. At home now, my teenage boys see me taking time for myself, and will join in with mark making and painting. In lockdown we hand-made cards for friends and family. Thank you so much for the inspiration and opportunity".

“What better way to sum up the year then to hear from some of the women who have participated in programmes and activities during COVID-19 lockdown”

“All the data so far shows that DA has increased during lockdown therefore online support is vital. Post-pandemic, this kind of support online will enable more women to get support than are able to do so in person, as disability, caring responsibilities, work, or finances can all put barriers in place for travel to a support group in a specific location”.

“When covid hit I was really scared of the isolation especially having young children. However the Own My Life programme had so many light bulb moments its completely changed my outset on life. I now know what a healthy relationship is supposed to be. I think without WE:ARE my mental health would of deteriorated a lot more. I have felt as connected as I possibly could to the women. It feels really magical words alone couldn't explain the feelings and experience”.

“This is a brilliant project to be involved with... Leaving DV was a massive step, taking a two year old from his home not knowing if we would ever return, going through courts, police stations, trying to compile evidence for court, living with elderly parents trying not to worry them..THEN just as we get our home back we are in lockdown.

I had a brilliant family support worker who recommended WE:ARE. As a single parent in lockdown, it was a massive relief to know that I could attend the courses via Zoom. This meant I had no childcare issues; I was in the comfort of my own home which helped me feel more relaxed and workers although new to providing the course electronically made sure I was comfortable with using and accessing the features of Zoom.

The courses were delivered sensitively, and it was very empowering to navigate experiences whilst not identifying personal experience. Using the white board, chat functions, seeing videos, listening to songs, and having a dance along, therapeutic grounding and breathing with Tee, informal quizzes, lock out rooms, the links provided with the course content, working alongside others, being free to ‘take a break’ if needed all made for a very successful course. The personal impact it had on me was undeniable, being able to try and make sense of my situation when I could go nowhere and see nobody was life changing.

I have gone on to commence ‘own my life’ and again this is an opportunity to further make sense of life as a survivor. It’s a smaller group and more intimate but the sessions are again well focussed, there’s a great connection between the group and the book to follow up with and work with during the sessions Is good. The links that have been formed in addition to the courses are also very beneficial and if ever needed there can be 1-1 advice too.

"DV will skyrocket again in this new lockdown because perpetrators have the ultimate isolation tool and women can't get support and they become more entrapped. Which is why online services are vital. We don't know how long this lockdown could go on for, and the earliest it will finish will be a year since the first one started, so suspending services thinking everything will return to normal soon would be dangerous to those that need the service not only to get away, but for their recovery. And online is the only way to function at the moment. Looking beyond the pandemic - online services will still benefit us, especially those of us who work and can't attend daytime groups and activities".

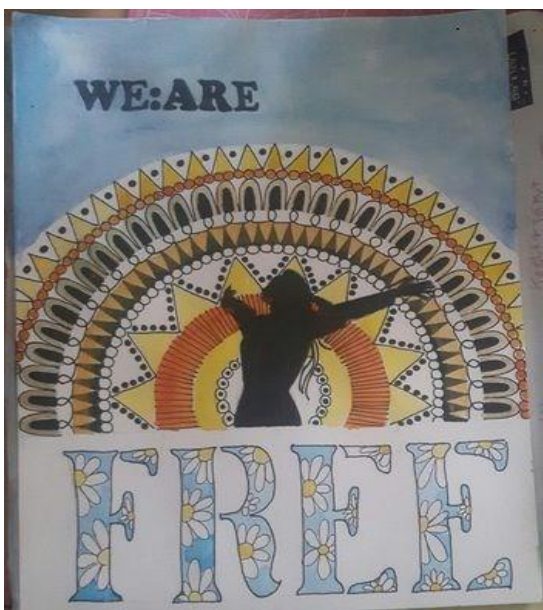
"The sense of belonging has been crucial during lockdown to maintain my mental health and manage challenges such as custody, contact, court and other difficult situations. It has literally been a life saver!"

"There are benefits to being able to offer online courses and I have certainly benefited from time to reflect upon the behaviours I have been subjected to and being able to recognise these and to not continue to fall for the same old pattern. It makes all the difference to be able to see what is going on and have the tools and confidence to say no, without feeling any pressure to do so, or guilt if you slip. Because slips happen. I think the guilt cuts you off from friends and family and even feeling guilty with a support worker means you might avoid or postpone talking to them that week. Even though they would recognise why things happen, you still feel bad. And ashamed too, that you carry on accepting being treated in a certain way. These extra activities make the world of difference".



"I love the fact it's online as it means it still can continue while this pandemic is going on plus it's a lot less daunting and more relaxed by being able to do it at home as it's helped me so much by helping me understand what I went through wasn't my fault and if I'd hadn't had these groups to go to I would still not be able to understand what I went through or have the support to overcome what I've gone through these groups has made a massive difference to me and my life I don't know what I would have done if I didn't have this to support me and help me I can never thank them enough for everything they have done".

"This has been brilliant. It has made such a difference. Our experiences can help others. This is the only place I know of who supports remotely in this way. We need it documented so it can be replicated".



'A fantastic idea. I have found the Own My Life and Freedom courses online very helpful, along with the email and mailing list support. I have a disability which effects my energy levels, so the Zoom sessions have actually enabled me to attend more sessions than I would've been able to if I'd had to travel to a venue. The Bancroft Webinar was also fascinating and I look forward to the book club which will enable further consciousness raising and getting to know new friends. In all, I cannot praise the Freedom Programme and the WE:ARE facilitators enough. The enthusiasm and warmth of the facilitators is a key element. There is a reason why this is the foremost programme on the issue and that could not be more evident. It is sterling and they have more than adapted to the COVID situation. In fact, I hope that Freedom/OML etc will somehow continue to offer the option of accessing support and education in this way, if not locally then nationally, as it surely makes it more accessible for some women- it certainly has for me.

"Lockdown enabled me to access the freedom programme and I love the Extra activities. My family support worker wanted me to do this over a year ago, however with work commitments it was never going to happen as I teach and there's absolutely no way I was going to be allowed to attend a daytime group. So, lockdown for me gave me many positives as now you do freedom on zoom in the evening, I have been able to join and access the support.

Being online also means that if you can't make every week, you can do the course over a couple of cycles/ repeat sessions as needed. I'm not sure whether you had space for this when groups met face to face. By being on Zoom I access more help than I might have face to face as in some situations I can be quite shy so wrapped up in my duvet makes me feel comfortable doing the programme as there is no one else in the room. Also, if there was an evening face-to-face, I still wouldn't have been able to go due to childcare issues, so on Zoom literally is a life saver and is saving lives".

Weekly dance classes have included Zumba, Yoga & Dance

One Billion Rising

Our weekly dance sessions also adapted to online delivery ensuring that we were still on track to perfect the 'Break the Chain' dance routine in time for One Billion Rising. On February 14th we joined Cornwall Women's Centre on zoom and danced in solidarity with our sisters around the world to shine a light on the injustice of domestic and sexual violence. Dance is beneficial for both physical and mental health and provided in a safe woman only space the classes have enabled the expression of shared emotions, belonging, connectedness, alongside improved health and well-being. We have recently added bhangra to our weekly timetable and yoga so that women have a wide range of activities to attend and enjoy.

Celebration Events

We held two celebratory events over the year, a bit different than our previous events back at base but with comedian/actress Barbara Nice on board to host our zoom parties everyone said they were the best parties they had been to. It was so lovely seeing mums and children dancing and singing together from the comfort of their own homes.

Wise Warrior Women's Book Club

In December, our Wise Warrior Women's Book Club was born. It has been a great hit with our groups and authors alike. It is a collaboration of Wonderful Women connecting in a safe supported environment to share their passion, interest and solidarity in the healing journeys of women and children post domestic abuse. The group is designed to be fun and interactive with the aim of reclaiming our minds, voices, and bodies through exploring relevant trauma literature and empowering women's stories.



As a group we read together, communicate together, laugh, and heal together.

This year we have read:

'Why does He Do That' by Lundy Bancroft followed by screenings of three of his webinars;

'The Courage to Be Me' with the author Nina Burrowes in attendance;

'Out of Control', joined by the author Natalie Collins;

We were also delighted to be joined by **Pat Craven** creator of the **Freedom Programme** and author of 'Living with the Dominator'. We are very much looking forward to our next guests: Dr Jessica Taylor author of 'Why Women Are Blamed for Everything' and Jess Phillips MP author of 'Truth to Power' and 'Everywoman'.

Thanks to funding from the Police and Crime Commissioner we were able to buy books and send them out to members of the group. We'd also like to thank Natalie Collins and Jessica Taylor for donating books to the group. And Nina Burrowes for offering her book as a free download on her website www.ninaburrowes.com

Yoga and Vagus Nerve Exercises

Yoga and Vagus Nerve Exercises were added to the weekly activities available to the women in March 2021.

The hour-long class provided virtually by Hannah from Nine Tea Cups, allows the women to explore and connect with their body in a way that feels safe to them. Hannah's mantra is "I know you can do more but can you do less." The vagus nerve exercises are extremely important as it enables the women, who have previously been living in fight / flight, to connect to the system that helps them enter these states and directly work with it to release and relax it.

Collaborative Communicators

Our Collaborative Communicators project helps women develop their skills and strengths to ensure their voices are heard to influence agencies who meet survivors and/or make decisions that impact on women's lives. Women join daily in our closed Facebook group where they share information, plan, and organise workshops, deliver workshops, invite speakers in and most recently have designed and produced a monthly newsletter. This project has adapted amazingly well on zoom; being virtual has given us access to lots of amazing speakers from around the UK who we would not normally have access to and has enabled even more women to stay connected. Here is a selection of workshops that have taken place over the last year:

- Supporting Children After Domestic Abuse - Jane Evans (Parenting Expert)
- Parent Workshop – Dr Karen Treisman (Clinical Psychologist)
- Using Your Character Strengths to Achieve Your Goals - Ruth Cooper-Dickson, Champs Consult
- Art Collage Workshops – Kate (volunteer)
- Sleep as a Superpower - Hayley, Champs Consult
- Pitch like a Boss – Scarlett Allen-Horton (Patron, The Apprentice 2019 Finalist)
- Women in Society – Dr Anita Bhalla OBE (Chair of THSH)
- The Power of Relationships – Dr Marie Kershaw (Clinical Psychologist)
- Presentation Skills – Matilda New (Patron, Radio Broadcaster)
- Menstrual Cycles and Reproductive Health – Kalefa (Doula)
- Menopause Workshop – Dr Catherine Coward (GP)
- Christmas Arts and Crafts – Holly Nolan (Artist in Residence)
- Christmas Zoom Party hosted by Barbara Nice (Britain's Got Talent)

Coaching

Lockdown enabled another new opportunity for us, partnering with Ruth Cooper-Dickson CEO of Champs Consult. After reading the following research, which concluded that **'WE:ARE has a direct relationship with the sense of survivorship and thrivership of the participants of this study'** [A qualitative exploration of 'thrivership' among women who have experienced domestic violence and abuse: Development of a new model | BMC Women's Health | Full Text \(biomedcentral.com\)](#) Ruth contacted us and the rest is history.

"The partnership was to understand how CHAMPS for Change could professionally support the women from WE:ARE with coaching to enable them to **move forward** with their lives". Aims of the six-month pilot coaching programme by Champs for Change CIC:

- To encourage ongoing **empowerment** to the women who have completed at least a one-year or two-year programme with WE:ARE
- For women who may be peer supporting other women in programmes to have coaching support whether the focus is on personal or professional goals

- To build on the model of **thrivership** and to encourage women engaging practically with future thinking, healing and “what’s next?”
- To understand whether coaching is a useful tool to facilitate growth following trauma

20 women have taken part in coaching sessions. A final report is currently being compiled and we look forward to this ongoing partnership throughout 2021 and beyond.

The key feedback themes that have emerged in the coaching sessions from the women are:

Wellbeing:
*Hope, optimism,
 resilience and goals
 Importance of wellbeing
 Positive impact*

Life-focused
*Positive changes to work and
 personal life
 Looking to the future
 Planning for them and the family
 Achievement and growth
 Clarity on goals and future
 Create plans
 with strengths and resources*

Feelings/Emotions:
*Confidence in feelings
 Self-acceptance
 Taking back control*

Women’s Comments About WE:ARE



*“I’m really grateful for WE:ARE’s ongoing support since the start of the COVID pandemic. I have received fantastic one-to-one support around practical issues to do with post-separation abuse and safe-guarding. The online Own My Life course enabled me to **gain new knowledge and understanding of abuse and abuse cycles**. This was both **validating and liberating/empowering**. The online connection and learning via Zoom in additional webinars about trauma and parenting has also been **hugely useful and supportive**. Thank you all so much!”*

*“I’m not quite sure where I would be if it wasn’t for WE:ARE probably still a crumpled mess trying to work out what had happened in my life. And more importantly blaming myself. However, through the **Freedom Programme and Own My Life**, I am beginning to understand and more importantly realise that what has happened **was not my fault**. Although it’s harrowing to think that all the others in the group have been in a similar position it was also **comforting** knowing we were able to understand and **support each other**. The courses are run so well, making the most of Zoom has been great. Being able to access the support via the computer was also very helpful as I wouldn’t have been able to attend groups in person due to covid restrictions and childcare issues.”*

*“With a global pandemic and lockdown, there is a hideous perfect storm of families being trapped with perpetrators, abuse and violence increasing for women and their children AND being unable to escape or access services or support of family and friends that would normally help mental health and safety for all. Having video meetings and activities has been **a lifeline**. I can join a group of understanding and supportive women without having to leave the house, arrange childcare or break lockdown rules. As well as supporting women who are making a plan to leave, the **Freedom Programme and Own My Life** programme helps us **recover and reclaim our lives**. It helps support us parent our children who have been exposed to or subject to abuse, helps **break the cycle of intergenerational abuse** and stop unhealthy patterns of behaviour. It has helped **grow my confidence**, encouraged me to **move to a better job, to self-improve and learn and discover new activities to bring a new joy to my life**. The **mindfulness** exercises have been excellent, as have the art classes, Christmas party, book club and countless other webinars and educational opportunities separate from the course themselves. I have been **more connected** with new people and engaged with new things since starting with WE:ARE than I have for the last 15 years”*

*“What a year! One of the things that has helped the most through these crazy times has been **a sense of connection and belonging**, not something I was used to as a single working Mum, nor expecting as we locked down with a global pandemic with enforced social distancing. Your team of remarkable and generous, amazing women have provided that in a way I hadn't ever thought possible. I am so grateful to you all for your energy and enthusiasm, for organising so many activities and educational opportunities, for sharing your wisdom and being there through good times and bad. I know you are also always available for those who are really struggling with practical living issues, court appearances, custody battles, social care and all the other shit that comes with surviving domestic abuse. I had no idea that **Freedom** would be just the start of such an **awakening**, to possibilities, to potential, to creativity and living a life which genuinely now feels **joyful** in a way it hasn't for many, many years. I **am filled with hope and optimism for the future**, which feels insane given the challenges the world faces right now! Please be very proud of all your achievements; I'm not sure you will ever know the incredible impact you have had on so many lives. I know you will go on to do more amazing things in 2021 and can't wait to be involved!”*

*“I want to show how amazing remote support is in helping us after we have escaped our abusers. I love the fact it's online as it means it still can continue while this pandemic is going on plus it's a lot less daunting and **more relaxed** by being able to do it at home as it's helped me so much by helping me understand what I went through **wasn't my fault** and if I'd hadn't had this group to go to I would still not be able to understand what I went through or have the support to overcome what I've gone through this group has made a massive difference to me and my life I don't know what I would have done if I didn't have this group to support me and help me I can never thank them enough for everything they have done”.*

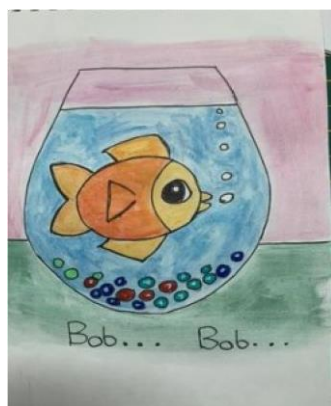


We have seen an exceptionally large increase in demand from agencies around the City for our services, and we do not see an end to women needing and wanting our services in the near future and even when we do return to base, we will still offer an online presence as it has become so accessible and so popular. We thank Reaching Communities, The Department for Digital, Culture, Media and Sport (DCMS) West Midlands Police and Crime Commissioner, Heart of England Community Foundation and The People's Health Trust for funding to enable us to provide all of the above throughout this difficult year.

Thank you to our amazing team, Jacky, Donna, Jo, Sadia, Sharmina and Teresa whose dedication, compassion and vitality make our project the success that it is. Here's to always going the extra mile and extra hour to

support women and children to heal and thrive once again after being subjected to domestic abuse.

Here's some children's art to warm your heart for those of you who have read to the end of this report.



COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2021

WE:ARE Women's Empowerment And Recovery Educators Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2021

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

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

Objectives and activities

April 1st 2020 - 31st March 2021

The activities of the charity during the past year are set out in the previous pages. At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

The main achievements of the charity during the year are reported in earlier pages.

Achievements and performance

The achievements and performance of the charity during the past year are set out in earlier pages.

Financial review

General

The total income for the charity, grants and donations, during the year was £202,095 (2020: £146,326). Of this £194,046 is from grants and is reported as restricted.

Total expenditure was £172,315 (2020: £109,196). Of this £166,008 relates to specific grants received from grants and is reported as restricted. A further £2,200 was expended in expectation of monies to be received from West Midlands Police. At the year end there was a deficit balance on this fund but a grant was received in the new financial year.

The net result was a surplus for the year of £29,780 (2020: of £37,130). This amount has been added to reserves leaving a balance carried forward for future use of £110,058 of which £56,046 is considered unrestricted and £54,012 restricted.

Acknowledgements

We are ever grateful for Big Lottery Reaching Communities Grant for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Peoples Health Trust, Heart of England Community Women and Girls Fund, and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £29k (mainly redundancy costs) plus three months running costs assessed at £30k. The Current reserves level of £56,046 is broadly in line with this policy and the trustees consider no adjustment or specific action is required.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

Financial review *(continued)*

Prior Year Restatement

In previous years the charity's policy has been to treat all monies received in respect of its Domestic Violence programmes as being unrestricted. This is because the primary purpose of the objective of the charity is the support of people who have suffered from abuse and consequently all monies were directed to this aim irrespective of source.

We are now in receipt of substantial grants from different funders and it seems more appropriate to show in more detail the monies received and the related expenditure. Consequently the figures for the prior year have been restated and an opening balance of various funds is now shown. The effect has been to transfer an amount from the funds previously reported as unrestricted. The overall reserves of the charity have not been affected by this.

Plans for future periods

As we closed the year in March 2020 COVID-19 arrived and our projects, workshops, programmes and activities all came to a standstill. But as you can see in the report our close knit dedicated team swiftly joined together, made a plan and started to adapt to working remotely to ensure that the women on our programmes and women yet to find us could still access services at a time when they are needed the most.

Who knows what the next few weeks or months will bring. We end the year knowing that our team: Jacky, Donna, Jo, Sadia and Sharmina have the skills, commitment and dedication to do everything we can to continue to offer a range of awareness and empowerment programmes to enable those who come to us for support to Rise Reclaim and Recover

Structure, governance and management

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

Organisation

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

Related Parties

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

Structure, governance and management *(continued)*

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

Reference and administrative details

Registered charity name	WE:ARE Women's Empowerment And Recovery Educators Ltd
Charity registration number	1123337
Company registration number	06498953
Principal office and registered office	St Bede's Church Bryndale Avenue Birmingham B14 6NG

The trustees

Dr A Coward
D Edwards
J Guggenheim
JH Godman
SM Need

(Appointed 9 September 2020)

Accountants

David Seeley FCA
Chartered accountant
Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

Small company provisions

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

The trustees' annual report was approved on 7 November 2021 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to read 'J Guggenheim', with a long horizontal flourish extending to the right.

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



DAVID SEELEY FCA
Chartered accountant

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

8/11/2021

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

31 March 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	8,049	194,046	202,095	146,326
Total income		<u>8,049</u>	<u>194,046</u>	<u>202,095</u>	<u>146,326</u>
Expenditure					
Expenditure on charitable activities	6,7	4,107	168,208	172,315	109,196
Total expenditure		<u>4,107</u>	<u>168,208</u>	<u>172,315</u>	<u>109,196</u>
Net income and net movement in funds		<u>3,942</u>	<u>25,838</u>	<u>29,780</u>	<u>37,130</u>
Reconciliation of funds					
Total funds brought forward		52,104	28,174	80,278	43,148
Total funds carried forward		<u>56,046</u>	<u>54,012</u>	<u>110,058</u>	<u>80,278</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 8 to 14 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

		2021	2020
		£	£
Current assets			
Debtors	15	4,560	4,950
Cash at bank and in hand		116,474	85,423
		<u>121,034</u>	<u>90,373</u>
Creditors: amounts falling due within one year	16	<u>10,976</u>	<u>10,095</u>
Net current assets		110,058	80,278
Total assets less current liabilities		110,058	80,278
Net assets		110,058	80,278
Funds of the charity			
Restricted funds		54,012	30,838
Unrestricted funds		56,046	49,440
Total charity funds	17	110,058	80,278

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 7 November 2021, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 8 to 14 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is St Bede's Church, Bryndale Avenue, Birmingham, B14 6NG.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subject to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no endowment funds.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers	- 33% straight line
-----------	---------------------

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	4,049	—	4,049
Grants			
Big Lottery-Main Grant	—	50,313	50,313
Heart of England-Women and Girls Fund	—	3,000	3,000
Big Lottery-Interim Grants	—	50,000	50,000
Big Lottery-Office for Civil Society	—	50,000	50,000
Peoples Health Trust	—	9,924	9,924
Police and Crime Commissioner	—	30,809	30,809
Sainsbury	—	—	—
Heart of England-Transition and Growth Fund	—	—	—
Government grant income	4,000	—	4,000
	<u>8,049</u>	<u>194,046</u>	<u>202,095</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	8,221	—	8,221
Grants			
Big Lottery-Main Grant	—	99,151	99,151
Heart of England-Women and Girls Fund	—	5,000	5,000
Big Lottery-Interim Grants	—	—	—
Big Lottery-Office for Civil Society	—	—	—
Peoples Health Trust	—	5,954	5,954
Police and Crime Commissioner	—	—	—
Sainsbury	—	3,000	3,000
Heart of England-Transition and Growth Fund	—	25,000	25,000
Government grant income	—	—	—
	<u>8,221</u>	<u>138,105</u>	<u>146,326</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Domestic Violence Programme	4,107	158,617	162,724
Support costs	–	9,591	9,591
	<u>4,107</u>	<u>168,208</u>	<u>172,315</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Domestic Violence Programme	1,929	97,450	99,379
Support costs	–	9,817	9,817
	<u>1,929</u>	<u>107,267</u>	<u>109,196</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Domestic Violence Programme	162,724	8,500	171,224	108,112
Governance costs	–	1,091	1,091	1,084
	<u>162,724</u>	<u>9,591</u>	<u>172,315</u>	<u>109,196</u>

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2021 £	Total 2020 £
Staff costs	8,500	8,500	8,733
Governance costs	1,091	1,091	1,084
	<u>9,591</u>	<u>9,591</u>	<u>9,817</u>

9. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Operating lease rentals	706	529

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

10. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	600	600
	<u>1,002</u>	<u>1,002</u>

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	108,995	70,932
Social security costs	8,186	2,689
Employer contributions to pension plans	1,991	1,483
	<u>119,172</u>	<u>75,104</u>

The average head count of employees during the year was 6 (2020: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff involved in charitable activities	<u>5</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

13. Transfers between funds

There were no transfers between funds during the year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

14. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2020 and 31 March 2021	1,392	1,392
Depreciation		
At 1 April 2020 and 31 March 2021	1,392	1,392
Carrying amount		
At 31 March 2021	—	—
At 31 March 2020	—	—

15. Debtors

	2021 £	2020 £
Trade debtors	—	3,000
Prepayments and accrued income	4,560	1,950
	4,560	4,950

16. Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	10,976	10,095

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
General funds	52,104	8,049	(4,107)	56,046

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020	Income	Expenditure	At 31 Mar 2021
	£	£	£	£
Big Lottery-Main Grant	124	50,313	(50,437)	–
Big Lottery-Main Grant-Interim Fund	–	50,000	(3,480)	46,520
Heart of England-Transition and Growth	20,316	–	(20,155)	161
Police and Crime Commissioner	–	30,809	(29,833)	976
West Midlands Police	–	–	(2,200)	(2,200)
Big Lottery-Office for Civil Society	–	50,000	(49,870)	130
Heart of England-Women and Girls Fund	4,466	3,000	(4,700)	2,766
Peoples Health Trust	3,268	9,924	(7,533)	5,659
	<u>28,174</u>	<u>194,046</u>	<u>(168,208)</u>	<u>54,012</u>

18. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Current assets	67,022	54,012	121,034	90,373
Creditors less than 1 year	(10,976)	–	(10,976)	(10,095)
Net assets	<u>56,046</u>	<u>54,012</u>	<u>110,058</u>	<u>80,278</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd
Company Limited by Guarantee
Management Information
Year ended 31 March 2021

The following pages do not form part of the financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

31 March 2021

	2021 £	2020 £
Income and endowments		
Donations and legacies		
Donations	4,049	8,221
Big Lottery-Main Grant	50,313	99,151
Heart of England-Women and Girls Fund	3,000	5,000
Big Lottery-Interim Grants	50,000	—
Big Lottery-Office for Civil Society	50,000	—
Peoples Health Trust	9,924	5,954
Police and Crime Commissioner	30,809	—
Sainsbury	—	3,000
Heart of England-Transition and Growth Fund	—	25,000
Government grant income	4,000	—
	<u>202,095</u>	<u>146,326</u>
Total income	<u>202,095</u>	<u>146,326</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	108,995	70,932
Employer's NIC	8,186	2,689
Pension costs	1,991	1,483
Operating leases	706	529
Rent	5,400	8,430
Insurance	775	734
Vehicle leasing/hire	5,010	1,635
Legal and professional fees	1,006	1,701
Telephone	1,705	782
Other office costs	6,311	2,721
Other interest payable and similar charges	85	86
Programmes and activities	30,415	17,156
Publicity	1,730	318
	<u>172,315</u>	<u>109,196</u>
Total expenditure	<u>172,315</u>	<u>109,196</u>
Net income	<u>29,780</u>	<u>37,130</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

31 March 2021

	2021 £	2020 £
Expenditure on charitable activities		
Domestic Violence Programme		
<i>Activities undertaken directly</i>		
Salaries	100,995	62,654
Employer's NIC	7,786	2,341
Pension costs	1,891	1,376
Operating leases	706	529
Rent	5,400	8,430
Insurance	775	734
Training	5,010	1,635
Legal and professional fees	–	703
Telephone	1,705	782
Other office costs	6,311	2,721
Activities	30,415	17,156
Publicity	1,730	318
	<u>162,724</u>	<u>99,379</u>
Support costs		
Salaries	8,000	8,278
Employer's NI	400	348
Pension costs	100	107
	<u>8,500</u>	<u>8,733</u>
Governance costs		
Legal and other professional fees	1,006	998
Bank charges	85	86
	<u>1,091</u>	<u>1,084</u>
Expenditure on charitable activities	<u>172,315</u>	<u>109,196</u>

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2021

WE:ARE Women's Empowerment And Recovery Educators Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2021

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Independent examiner's report to the trustees	5
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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

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

Objectives and activities

April 1st 2020 - 31st March 2021

The activities of the charity during the past year are set out in the previous pages. At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

The main achievements of the charity during the year are reported in earlier pages.

Achievements and performance

The achievements and performance of the charity during the past year are set out in earlier pages.

Financial review

General

The total income for the charity, grants and donations, during the year was £202,095 (2020: £146,326). Of this £194,046 is from grants and is reported as restricted.

Total expenditure was £172,315 (2020: £109,196). Of this £166,008 relates to specific grants received from grants and is reported as restricted. A further £2,200 was expended in expectation of monies to be received from West Midlands Police. At the year end there was a deficit balance on this fund but a grant was received in the new financial year.

The net result was a surplus for the year of £29,780 (2020: of £37,130). This amount has been added to reserves leaving a balance carried forward for future use of £110,058 of which £56,046 is considered unrestricted and £54,012 restricted.

Acknowledgements

We are ever grateful for Big Lottery Reaching Communities Grant for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Peoples Health Trust, Heart of England Community Women and Girls Fund, and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £29k (mainly redundancy costs) plus three months running costs assessed at £30k. The Current reserves level of £56,046 is broadly in line with this policy and the trustees consider no adjustment or specific action is required.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

Financial review *(continued)*

Prior Year Restatement

In previous years the charity's policy has been to treat all monies received in respect of its Domestic Violence programmes as being unrestricted. This is because the primary purpose of the objective of the charity is the support of people who have suffered from abuse and consequently all monies were directed to this aim irrespective of source.

We are now in receipt of substantial grants from different funders and it seems more appropriate to show in more detail the monies received and the related expenditure. Consequently the figures for the prior year have been restated and an opening balance of various funds is now shown. The effect has been to transfer an amount from the funds previously reported as unrestricted. The overall reserves of the charity have not been affected by this.

Plans for future periods

As we closed the year in March 2020 COVID-19 arrived and our projects, workshops, programmes and activities all came to a standstill. But as you can see in the report our close knit dedicated team swiftly joined together, made a plan and started to adapt to working remotely to ensure that the women on our programmes and women yet to find us could still access services at a time when they are needed the most.

Who knows what the next few weeks or months will bring. We end the year knowing that our team: Jacky, Donna, Jo, Sadia and Sharmina have the skills, commitment and dedication to do everything we can to continue to offer a range of awareness and empowerment programmes to enable those who come to us for support to Rise Reclaim and Recover

Structure, governance and management

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Related Parties

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

Structure, governance and management *(continued)*

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

Reference and administrative details

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Charity registration number	1123337
Company registration number	06498953
Principal office and registered office	St Bede's Church Bryndale Avenue Birmingham B14 6NG

The trustees

Dr A Coward
D Edwards
J Guggenheim
JH Godman
SM Need

(Appointed 9 September 2020)

Accountants

David Seeley FCA
Chartered accountant
Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

Small company provisions

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2021

The trustees' annual report was approved on 7 November 2021 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to read 'J Guggenheim', with a long horizontal flourish extending to the right.

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



DAVID SEELEY FCA
Chartered accountant

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

8/11/2021

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

31 March 2021

			2021		2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	<u>8,049</u>	<u>194,046</u>	<u>202,095</u>	<u>146,326</u>
Total income		<u>8,049</u>	<u>194,046</u>	<u>202,095</u>	<u>146,326</u>
Expenditure					
Expenditure on charitable activities	6,7	<u>4,107</u>	<u>168,208</u>	<u>172,315</u>	<u>109,196</u>
Total expenditure		<u>4,107</u>	<u>168,208</u>	<u>172,315</u>	<u>109,196</u>
Net income and net movement in funds		<u>3,942</u>	<u>25,838</u>	<u>29,780</u>	<u>37,130</u>
Reconciliation of funds					
Total funds brought forward		<u>52,104</u>	<u>28,174</u>	<u>80,278</u>	<u>43,148</u>
Total funds carried forward		<u>56,046</u>	<u>54,012</u>	<u>110,058</u>	<u>80,278</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 8 to 14 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

		2021	2020
		£	£
Current assets			
Debtors	15	4,560	4,950
Cash at bank and in hand		116,474	85,423
		<u>121,034</u>	<u>90,373</u>
Creditors: amounts falling due within one year	16	<u>10,976</u>	<u>10,095</u>
Net current assets		110,058	80,278
Total assets less current liabilities		110,058	80,278
Net assets		110,058	80,278
Funds of the charity			
Restricted funds		54,012	30,838
Unrestricted funds		56,046	49,440
Total charity funds	17	110,058	80,278

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 7 November 2021, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 8 to 14 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is St Bede's Church, Bryndale Avenue, Birmingham, B14 6NG.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subject to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no endowment funds.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers	- 33% straight line
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Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	4,049	–	4,049
Grants			
Big Lottery-Main Grant	–	50,313	50,313
Heart of England-Women and Girls Fund	–	3,000	3,000
Big Lottery-Interim Grants	–	50,000	50,000
Big Lottery-Office for Civil Society	–	50,000	50,000
Peoples Health Trust	–	9,924	9,924
Police and Crime Commissioner	–	30,809	30,809
Sainsbury	–	–	–
Heart of England-Transition and Growth Fund	–	–	–
Government grant income	4,000	–	4,000
	<u>8,049</u>	<u>194,046</u>	<u>202,095</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	8,221	–	8,221
Grants			
Big Lottery-Main Grant	–	99,151	99,151
Heart of England-Women and Girls Fund	–	5,000	5,000
Big Lottery-Interim Grants	–	–	–
Big Lottery-Office for Civil Society	–	–	–
Peoples Health Trust	–	5,954	5,954
Police and Crime Commissioner	–	–	–
Sainsbury	–	3,000	3,000
Heart of England-Transition and Growth Fund	–	25,000	25,000
Government grant income	–	–	–
	<u>8,221</u>	<u>138,105</u>	<u>146,326</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Domestic Violence Programme	4,107	158,617	162,724
Support costs	–	9,591	9,591
	<u>4,107</u>	<u>168,208</u>	<u>172,315</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Domestic Violence Programme	1,929	97,450	99,379
Support costs	–	9,817	9,817
	<u>1,929</u>	<u>107,267</u>	<u>109,196</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Domestic Violence Programme	162,724	8,500	171,224	108,112
Governance costs	–	1,091	1,091	1,084
	<u>162,724</u>	<u>9,591</u>	<u>172,315</u>	<u>109,196</u>

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2021 £	Total 2020 £
Staff costs	8,500	8,500	8,733
Governance costs	1,091	1,091	1,084
	<u>9,591</u>	<u>9,591</u>	<u>9,817</u>

9. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Operating lease rentals	<u>706</u>	<u>529</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

10. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	600	600
	<u>1,002</u>	<u>1,002</u>

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	108,995	70,932
Social security costs	8,186	2,689
Employer contributions to pension plans	1,991	1,483
	<u>119,172</u>	<u>75,104</u>

The average head count of employees during the year was 6 (2020: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff involved in charitable activities	<u>5</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

13. Transfers between funds

There were no transfers between funds during the year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

14. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2020 and 31 March 2021	1,392	1,392
Depreciation		
At 1 April 2020 and 31 March 2021	1,392	1,392
Carrying amount		
At 31 March 2021	—	—
At 31 March 2020	—	—

15. Debtors

	2021 £	2020 £
Trade debtors	—	3,000
Prepayments and accrued income	4,560	1,950
	4,560	4,950

16. Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	10,976	10,095

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
General funds	52,104	8,049	(4,107)	56,046

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020	Income	Expenditure	At 31 Mar 2021
	£	£	£	£
Big Lottery-Main Grant	124	50,313	(50,437)	–
Big Lottery-Main Grant-Interim Fund	–	50,000	(3,480)	46,520
Heart of England-Transition and Growth	20,316	–	(20,155)	161
Police and Crime Commissioner	–	30,809	(29,833)	976
West Midlands Police	–	–	(2,200)	(2,200)
Big Lottery-Office for Civil Society	–	50,000	(49,870)	130
Heart of England-Women and Girls Fund	4,466	3,000	(4,700)	2,766
Peoples Health Trust	3,268	9,924	(7,533)	5,659
	<u>28,174</u>	<u>194,046</u>	<u>(168,208)</u>	<u>54,012</u>

18. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Current assets	67,022	54,012	121,034	90,373
Creditors less than 1 year	(10,976)	–	(10,976)	(10,095)
Net assets	<u>56,046</u>	<u>54,012</u>	<u>110,058</u>	<u>80,278</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd
Company Limited by Guarantee
Management Information
Year ended 31 March 2021

The following pages do not form part of the financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

31 March 2021

	2021 £	2020 £
Income and endowments		
Donations and legacies		
Donations	4,049	8,221
Big Lottery-Main Grant	50,313	99,151
Heart of England-Women and Girls Fund	3,000	5,000
Big Lottery-Interim Grants	50,000	—
Big Lottery-Office for Civil Society	50,000	—
Peoples Health Trust	9,924	5,954
Police and Crime Commissioner	30,809	—
Sainsbury	—	3,000
Heart of England-Transition and Growth Fund	—	25,000
Government grant income	4,000	—
	<u>202,095</u>	<u>146,326</u>
Total income	<u>202,095</u>	<u>146,326</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	108,995	70,932
Employer's NIC	8,186	2,689
Pension costs	1,991	1,483
Operating leases	706	529
Rent	5,400	8,430
Insurance	775	734
Vehicle leasing/hire	5,010	1,635
Legal and professional fees	1,006	1,701
Telephone	1,705	782
Other office costs	6,311	2,721
Other interest payable and similar charges	85	86
Programmes and activities	30,415	17,156
Publicity	1,730	318
	<u>172,315</u>	<u>109,196</u>
Total expenditure	<u>172,315</u>	<u>109,196</u>
Net income	<u>29,780</u>	<u>37,130</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

31 March 2021

	2021 £	2020 £
Expenditure on charitable activities		
Domestic Violence Programme		
<i>Activities undertaken directly</i>		
Salaries	100,995	62,654
Employer's NIC	7,786	2,341
Pension costs	1,891	1,376
Operating leases	706	529
Rent	5,400	8,430
Insurance	775	734
Training	5,010	1,635
Legal and professional fees	—	703
Telephone	1,705	782
Other office costs	6,311	2,721
Activities	30,415	17,156
Publicity	1,730	318
	<u>162,724</u>	<u>99,379</u>
Support costs		
Salaries	8,000	8,278
Employer's NI	400	348
Pension costs	100	107
	<u>8,500</u>	<u>8,733</u>
Governance costs		
Legal and other professional fees	1,006	998
Bank charges	85	86
	<u>1,091</u>	<u>1,084</u>
Expenditure on charitable activities	<u>172,315</u>	<u>109,196</u>