

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.

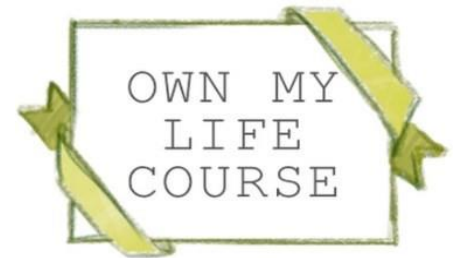
Thanks to Heart of England Community Foundation we welcomed two new members of staff In January 2020, Sadia and Sharmina who even though they only had three months working with us before lockdown, settled in as if they had been part of WE:ARE for so much longer. With further funding from The National 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.

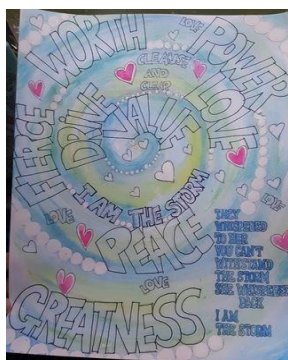
"This mindfulness has been life-changing. It helps me calm down and calm my mind and It's allowed me to realise that I am deserving of this time for myself, and I deserve to do this".

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

Art Group

"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."

Home
is
where
the
Love is



"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"

5

“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".

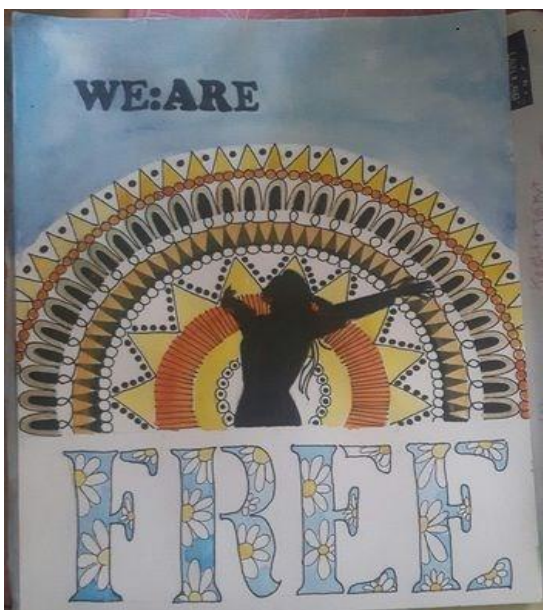
"The sense of belonging has been crucial during lockdown to maintain my mental health and manage challenges such as custody, contact, court and other difficult situations. It has literally been a life saver!"

"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”.*

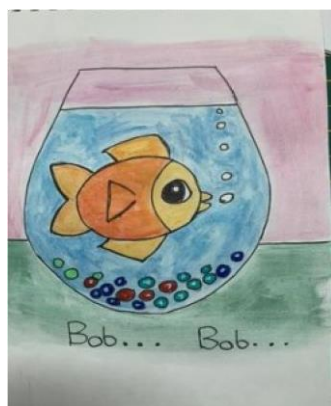


We have seen an exceptionally large increase in demand from agencies around the City for our services, and we do not see an end to women needing and wanting our services in the near future and even when we do return to base, we will still offer an online presence as it has become so accessible and so 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, sweeping horizontal line 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	—
	202,095	146,326
Total income	202,095	146,326
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
	172,315	109,196
Total expenditure	172,315	109,196
Net income	29,780	37,130

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
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Notes to the financial statements	8
The following pages do not form part of the financial statements	
Detailed statement of financial activities	16
Notes to the detailed statement of financial activities	17

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

			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	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	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2020 and 31 March 2021	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2021	<u>-</u>	<u>-</u>
At 31 March 2020	<u>-</u>	<u>-</u>

15. Debtors

	2021 £	2020 £
Trade debtors	-	3,000
Prepayments and accrued income	<u>4,560</u>	<u>1,950</u>
	<u>4,560</u>	<u>4,950</u>

16. Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	<u>10,976</u>	<u>10,095</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	At 31 Mar 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 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	—
	202,095	146,326
Total income	202,095	146,326
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
	172,315	109,196
Total expenditure	172,315	109,196
Net income	29,780	37,130

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>