

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

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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.

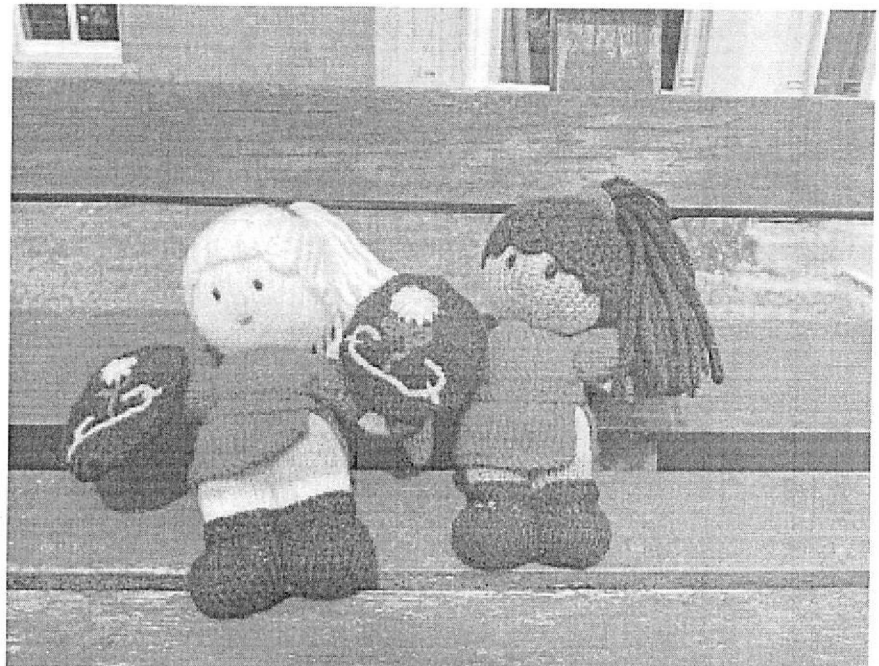
There has been lots of changes however, and sadly in August 2021 we had to say goodbye to three valued members of our team. Sadia and Sharmina were funded through Heart of England Community Foundation (HOECF) on a one-year contract and Tea was funded through Covid emergency funding. We fought hard seeking 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's lives. We are looking forward to seeing Sadia and Tea speaking at this year's 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.



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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

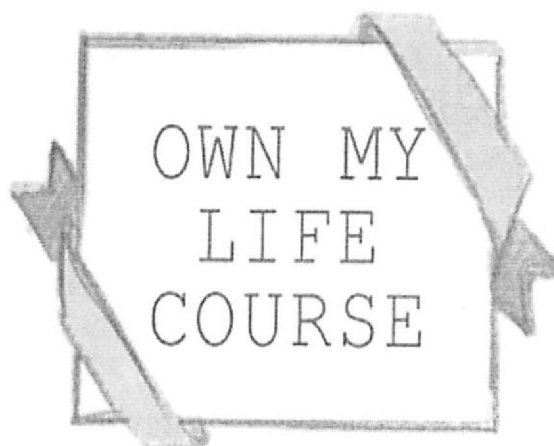
We have two groups running every week: a morning group and an evening group.

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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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!!!



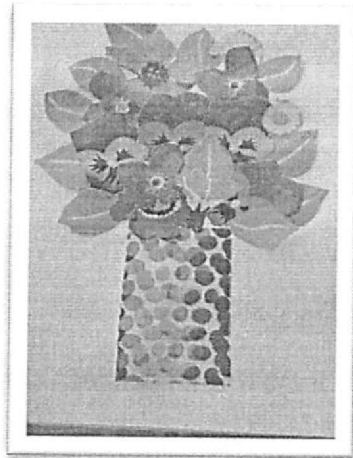
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Own My Life Participants

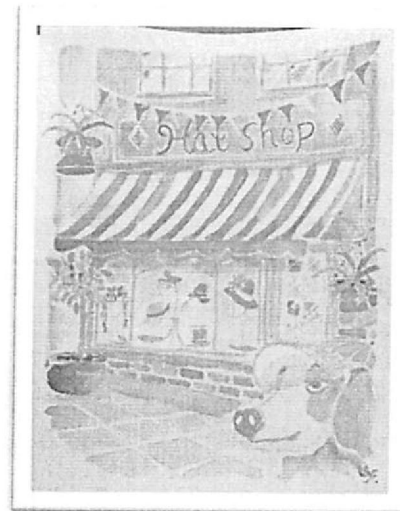


Dear Warrior Women

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

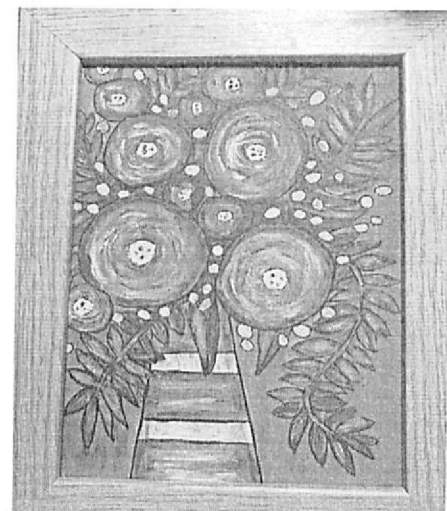
The Own My Life course was completely eye opening. It helped me to understand why history seemed to repeat itself for me and why I should stop blaming myself whilst also gaining an understanding of my responsibilities to myself going forward.

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.



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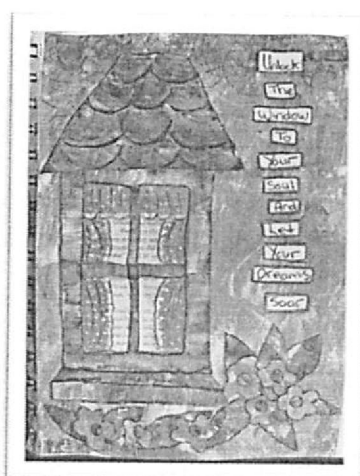
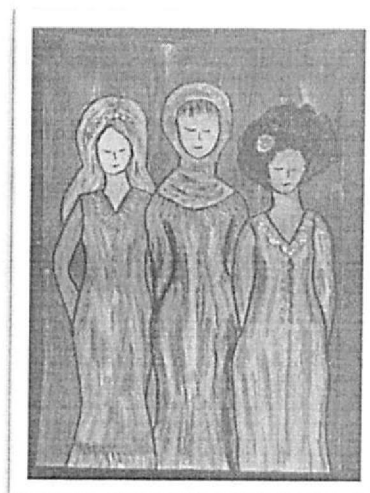
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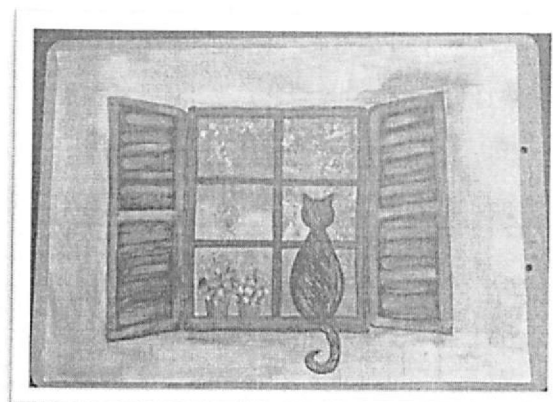
Healing Together Participants

*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.*

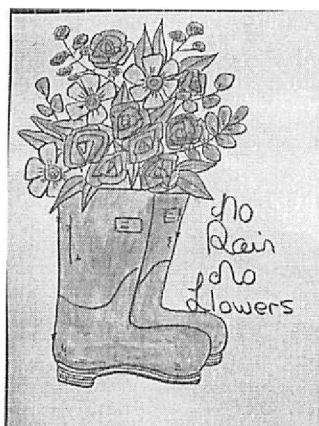


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Attending Healing Together encouraged me and my children to listen to our bodies/feelings. Inviting questions and further investigation into why we felt a certain way, what might be behind those feelings with a view to self-regulate utilising the strategies 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.

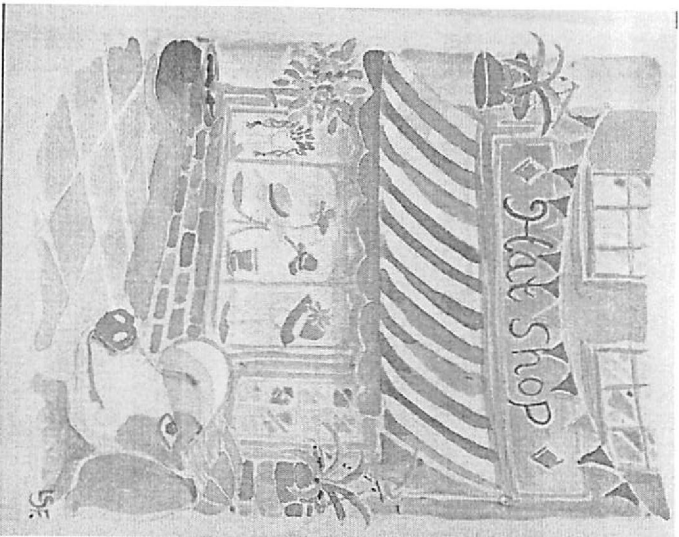


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WE:ARE art group is more than just painting to me. It's about having someone to talk to, to interact with, to try and not be in that space of anxiety.

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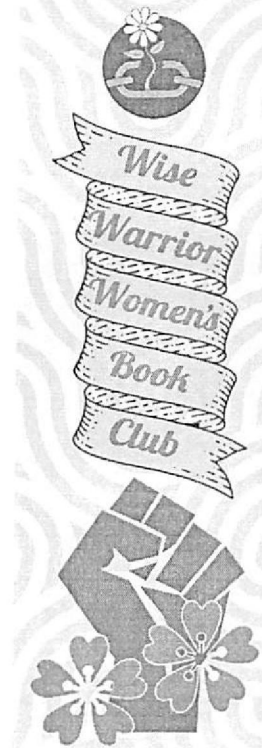
Trustees' Annual Report (Incorporating the Director's Report) (continued)

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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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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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
your
Brum

Parks 4 Play

CHILDREN'S
FOUNDER

Excel



WE:ARE CHRISTMAS PARTY

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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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.

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

'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.

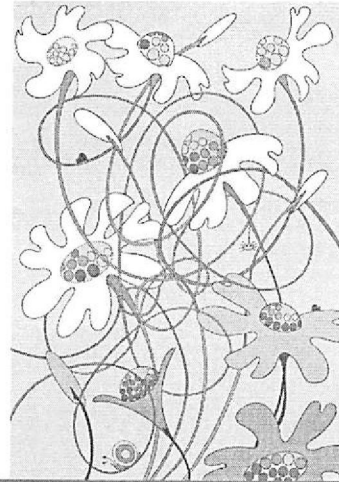
WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

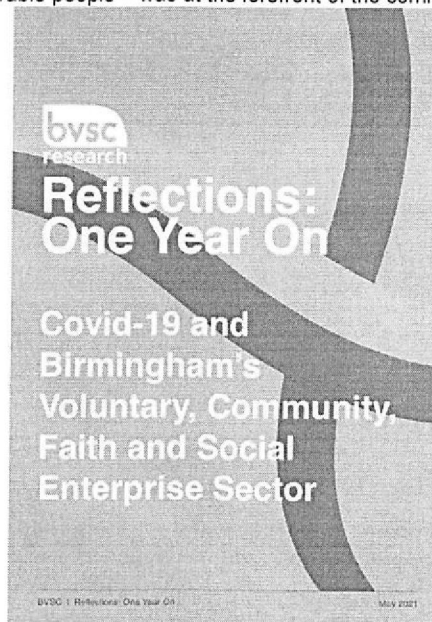
Year ended 31 March 2022

*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 [Refl: 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

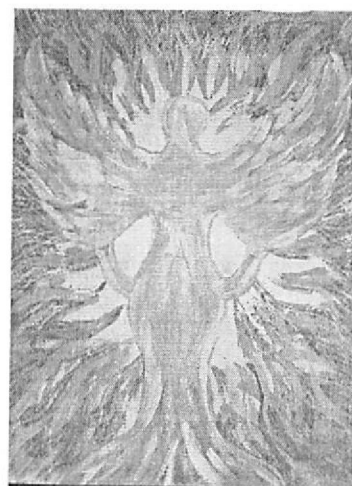
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

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>