

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

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

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2023

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

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

Chair's report

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

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

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

"It wasn't my fault"

"I no longer blame myself"

"A future free from abuse and oppression"

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

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

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

"Donna has been a mentor and best friend"

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

Dr Andrew Coward
Chair

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2023

Achievements and performance

Management Commentary

Forward

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

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

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

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

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

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

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

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

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

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

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

Year ended 31 March 2023

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

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

Our Pathway of programmes - From Leaving to Healing

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

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

Year ended 31 March 2023

Other Activities

ART GROUP

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

WALK AND TALK

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

WISE WARRIOR WOMEN BOOK CLUB

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

PARTNERSHIP WORKING

University of Birmingham

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

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Year ended 31 March 2023

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

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

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

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

Beacon Family Services

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

Dye Vert Salon

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

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

Year ended 31 March 2023

Childrens Headquarter

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

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

Champs For Change Coaching And Workshops

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

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

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

Poetry Prescribed

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

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

ONE BILLION RISING - BREAK THE CHAIN

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

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Year ended 31 March 2023

Brew HAHA

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

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

Local Family Justice Board conference

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

The Year Ahead

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

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

Year ended 31 March 2023

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

'Different Seasons'

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

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

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

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

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

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

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

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

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

This is the winter.

I look at a person in the street.

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

just the outer shell, the flower.

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

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

This is the spring!

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

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

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

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

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

The summer is here

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Financial review

General

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

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

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

Acknowledgements

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

Reserves Policy

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

Objectives and activities

April 1st 2022 - 31st March 2023

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

Structure, governance and management

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

Organisation

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

Structure, governance and management *(continued)*

Related Parties

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

Funding

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

Risk Management

The Trustees have a Risk Management strategy which involves:

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

Reference and administrative details

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

The trustees

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

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

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

Year ended 31 March 2023

Small company provisions

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

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

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

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2023

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

Responsibilities and basis of report

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

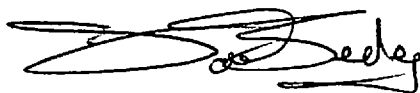
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

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

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



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

6 NOVEMBER 2023

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Statement of Financial Position

31 March 2023

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

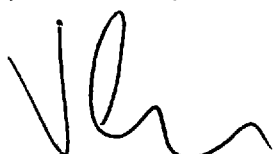
For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

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



J Guggenheim
Trustee

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements

Year ended 31 March 2023

1. General information

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

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

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

Judgements and key sources of estimation uncertainty

Significant judgements

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

Key sources of estimation uncertainty

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

Fund accounting

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers	- 33% straight line
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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 2023

5. Donations and legacies

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Domestic Violence Programme	(5,964)	91,238	85,274
Support costs	13,490	1,037	14,527
	<u>7,526</u>	<u>92,275</u>	<u>99,801</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Domestic Violence Programme	15,674	86,171	101,845
Support costs	17,695	5,668	23,363
	<u>33,369</u>	<u>91,839</u>	<u>125,208</u>

7. Expenditure on charitable activities by activity type

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

8. Analysis of support costs

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

9. Net income/(expenditure)

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

	2023 £	2022 £
Operating lease rentals	<u>—</u>	<u>529</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

10. Independent examination fees

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

11. Staff costs

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

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

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

Key Management Personnel

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

12. Trustee remuneration and expenses

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

13. Transfers between funds

There were no transfers between funds during the year.

14. Tangible fixed assets

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

15. Debtors

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

16. Creditors: amounts falling due within one year

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

17. Analysis of charitable funds

Unrestricted funds

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Big Lottery-Main Grant-Interim Fund	–	–	–	–
Heart of England-Transition and Growth	2,454	–	–	2,454
Police and Crime Commissioner West Midlands Police	–	19,957	(19,928)	29
Big Lottery-Office for Civil Society	–	–	–	–
Heart of England-Women and Girls Fund	–	–	–	–
Peoples Health Trust	–	–	–	–
Heart of England-Mindfulness	–	–	–	–
National Lottery Community Fund	13,913	90,145	(72,347)	31,711
	<u>16,367</u>	<u>110,102</u>	<u>(92,275)</u>	<u>34,194</u>
	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
Big Lottery-Main Grant-Interim Fund	46,520	–	(46,520)	–
Heart of England-Transition and Growth	161	4,976	(2,683)	2,454
Police and Crime Commissioner	976	–	(976)	–
West Midlands Police	(2,200)	3,700	(1,500)	–
Big Lottery-Office for Civil Society	130	–	(130)	–
Heart of England-Women and Girls Fund	2,766	–	(2,766)	–
Peoples Health Trust	5,659	3,968	(9,627)	–
Heart of England-Mindfulness	–	2,000	(2,000)	–
National Lottery Community Fund	–	39,550	(25,637)	13,913
	<u>54,012</u>	<u>54,194</u>	<u>(91,839)</u>	<u>16,367</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

18. Analysis of net assets between funds

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

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