

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

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

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2024

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

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

Chair's report

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

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

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

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2024

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

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

Dr Andrew Coward
Chair

Objectives and activities

April 1st 2021 - 31st March 2022

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

Achievements and performance

Management Commentary

Forward

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

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

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Our programme delivery throughout the year was as follows:

Pathway of programmes - From Leaving to Healing

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

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

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

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

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

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Other Activities, partnership working and workshops

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

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

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Partnership Working

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

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

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

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

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

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

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

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

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

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Year ended 31 March 2024

Achievements and performance *(continued)*

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

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

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

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

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

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

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Year ended 31 March 2024

Achievements and performance *(continued)*

Conferences Attended

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

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

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

The Year Ahead

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

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

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

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

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

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

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

Year ended 31 March 2024

Achievements and performance *(continued)*

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

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

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

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

Dear Wise Warrior Woman

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

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

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

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

You are brave

You are worthy

You are strong

...and finally you are Free!

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2024

Financial review

General

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

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

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

Acknowledgements

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

Reserves Policy

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

Structure, governance and management

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

Organisation

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

Related Parties

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

Structure, governance and management *(continued)*

Funding

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

Risk Management

The Trustees have a Risk Management strategy which involves:

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

Reference and administrative details

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

Charity registration number 1123337

Company registration number 06498953

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

The trustees

Dr A Coward
SM Need
J Guggenheim
JH Godman

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

Small company provisions

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2024

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

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

J Guggenheim
Trustee

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2024

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

Responsibilities and basis of report

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

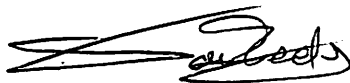
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

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

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



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

8/4/2024

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

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

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

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

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Statement of Financial Position

31 March 2024

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

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

Directors' responsibilities:

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

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

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



J Guggenheim
Trustee

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements

Year ended 31 March 2024

1. General information

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

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

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

Judgements and key sources of estimation uncertainty

Significant judgements

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

Key sources of estimation uncertainty

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

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Fund accounting

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

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers - 33% straight line

Defined contribution plans

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

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

5. Donations and legacies

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Expenditure on charitable activities by fund type

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Domestic Violence Programme	7,428	77,846	85,274
Support costs	98	14,429	14,527
	<u>7,526</u>	<u>92,275</u>	<u>99,801</u>

7. Expenditure on charitable activities by activity type

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

8. Analysis of support costs

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

9. Independent examination fees

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

10. Staff costs

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

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

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

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

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

Key Management Personnel

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

11. Trustee remuneration and expenses

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

12. Transfers between funds

There were no transfers between funds during the year.

13. Tangible fixed assets

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

14. Debtors

	2024	2023
	£	£
Trade debtors	—	19,957

15. Creditors: amounts falling due within one year

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

16. Analysis of charitable funds

Unrestricted funds

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

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

Restricted funds

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

17. Analysis of net assets between funds

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

	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