

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

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

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2025

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

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WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2025

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

Chair's report

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

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

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

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

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

" Being a woman means vulnerability in the wrong hands.

Superwoman when allowed to flourish,

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

I have walked over the lines.

I have always lived by a higher power.

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

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

Being a woman means resilience and strength."

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

Dr Andrew Coward
Chair

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

Year ended 31 March 2025

Objectives and activities

April 1st 2024 - 31st March 2025

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

Objectives and activities

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

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

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

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

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

Prevention: Utilising all the above to help prevent revictimisation.

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

Achievements and performance

Management Commentary

Forward

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

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

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

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

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Year ended 31 March 2025

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

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

Sharing the Story- through delivery of a pathway of programmes

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

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

Thank-yous and recognition

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

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

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

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

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

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

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

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

From Leaving To Healing Programme Pathway

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

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

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Year ended 31 March 2025

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

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

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

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

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

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

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

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

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

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

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

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

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Year ended 31 March 2025

Achievements and performance *(continued)*

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

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

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

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Year ended 31 March 2025

Achievements and performance *(continued)*

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

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

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

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

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

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

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Year ended 31 March 2025

Achievements and performance *(continued)*

21st Anniversary Event

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

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

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

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

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

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

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

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

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

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

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

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Year ended 31 March 2025

Achievements and performance *(continued)*

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Achievements and performance *(continued)*

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

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

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

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

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

Thank You For Saving Me

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

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

Year ended 31 March 2025

Achievements and performance *(continued)*

GROUP CELEBRATIONS

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

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

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

Partnership Working

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

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

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

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

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Achievements and performance *(continued)*

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

Birmingham Royal Ballet

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

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

Kings Heath BID

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

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

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

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Achievements and performance *(continued)*

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

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

BIRMINGHAM CITY COUNCIL/WOMEN'S AID

Domestic Abuse Housing Support Fund

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

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

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

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Achievements and performance *(continued)*

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

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

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

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

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

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

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

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Achievements and performance *(continued)*

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

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

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

Poems from Words from Warrior Women

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

Freedom is..... by Jolly Jamie

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Financial review

General

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

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

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

Acknowledgements

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

Reserves Policy

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

Structure, governance and management

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

Organisation

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

Related Parties

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

Structure, governance and management *(continued)*

Funding

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

Risk Management

The Trustees have a Risk Management strategy which involves:

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

Reference and administrative details

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

The trustees

Dr A Coward
SM Need
J Guggenheim
JH Godman

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

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

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

**J Guggenheim
Trustee**

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



David Seeley FCA
Independent Examiner

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

10/04/2025

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

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

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

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

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

Directors' responsibilities:

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

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

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



J Guggenheim
Trustee

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

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

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

Going concern

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

Disclosure exemptions

The charity meets the definition of a public benefit entity.

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

Judgements and key sources of estimation uncertainty

Significant judgements

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

Key sources of estimation uncertainty

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting

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

Incoming resources

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

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

Resources expended

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

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

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

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

Computers - 33% straight line

Defined contribution plans

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

4. Limited by guarantee

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

5. Donations and legacies

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

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

6. Investment income

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Domestic Violence Programme	6,865	155,006	161,871
Support costs	–	1,197	1,197
	<u>6,865</u>	<u>156,203</u>	<u>163,068</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Domestic Violence Programme	7,752	99,919	107,671
Support costs	–	1,302	1,302
	<u>7,752</u>	<u>101,221</u>	<u>108,973</u>

8. Expenditure on charitable activities by activity type

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

9. Analysis of support costs

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

10. Independent examination fees

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

11. Staff costs

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

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

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

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

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

Key Management Personnel

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

12. Trustee remuneration and expenses

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

13. Transfers between funds

There were no transfers between funds during the year.

14. Tangible fixed assets

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

15. Debtors

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

16. Creditors: amounts falling due within one year

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

17. Analysis of charitable funds

Unrestricted funds

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

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

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Analysis of charitable funds *(continued)*

Restricted funds

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

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

18. Analysis of net assets between funds

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

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