TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

England & Wales · Charity number 1128892

Details

Status	Registered
Legal form	Charitable company
Company number	06814757
Registered	2009-03-30
Register	View on the Charity Commission register

Contact

Address	Unit B8 Josephs Well Hanover Walk Leeds LS3 1AB
Phone	01134601613
Email	admin@togetherwomen.org
Website	www.togetherwomen.org

Activities

Objects: TO EDUCATE AND TRAIN AND RELIEVE POVERTY AND SICKNESS AMONGST PERSONS IN CONDITION OF NEED, HARDSHIP AND DISTRESS, PARTICULARLY WOMEN WHO HAVE OFFENDED OR ARE AT RISK OF OFFENDING BY SUCH CHARITABLE MEANS AS THE TRUSTEES MAY FROM TIME TO TIME DETERMINE.

Activities: Reduce women's offending & re-offending.Influence decision-making by Criminal Justice System partners positively to reduce number of women given custodial sentences or remanded into custody &increase the number of women diverted from prosecution.Increase number of women accessing & being sustained in appropriate community provision.Reduce number of avoidable family breakdowns.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Accommodation/housing
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Bradford City
- Kingston Upon Hull City
- Leeds City
- Rotherham
- Sheffield City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,727,374	£3,264,722	£1,880,540	70
2024-03-31	£3,253,852	£2,845,118	£1,417,888	64
2023-03-31	£2,243,376	£2,129,832	£1,009,154	53
2022-03-31	£2,351,819	£1,948,312	£850,798	50
2021-03-31	£1,675,731	£1,542,449	£447,291	48

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Trustees

Name	Role	Appointed
ALISON NATALIE KAY LOWE		
Claire Vilarrubi		2012-10-23
Erica Louise Hunt		2025-06-30
Jennifer Coleman-Peers		2019-09-17
Lisa Christine Appleyard		2026-05-25
Natalie Louise Rutter		2023-04-25
Perminderjeet Kaur Banwait		2022-05-30
Rachel Davis		2022-04-26
Rebecca Chaloner		2024-08-09

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

England & Wales - Charity number 1128892

Accounts

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

Company registration number 06814757 (England and Wales)

Charity registration number 1128892

Docusign Envelope ID: C2C44FB6-8D00-4E99-AF18-D7A6A89C2268

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Claire Vilarrubi (Chair)	
	Alison Lowe	
	Jennifer Coleman-Peers	
	Perminderjeet Banwait	
	Rachel Davis	
	Rosie McKnight	
	Natalie Rutter	
	Rebecca Chaloner	(Appointed 9 August 2024)
	Erica Hunt	(Appointed 30 June 2025)
	Chloe Wilson	(Appointed 8 August 2024)
Secretary	Rokaiya Khan	
Charity number	1128892	
Company number	06814757	
Chief Executive Officer	Rokaiya Khan	
Management Team		
	Cheryl James	Finance Manager
	Mariam Yate	Director of Services
	Lizzi Wagner	Director of Development
Registered office	13 Park Square East Leeds LS1 2LF	
Auditor	Azets Audit Services Carlton House Grammar School Street Bradford BD1 4NS	
Bankers	Unity Trust Bank Plc Nine Brindleyplace 4 Oozells Square Birmingham B1 2HB	
Solictors	Whitaker Firth 1 Manor Row Bradford BD1 4PB	

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

1. Introduction and Overview

By Claire Vilarrubi, Chair of Trustees, and Rokaiya Khan, Chief Executive Officer

Throughout the 24/25 financial year, Together Women continued to do what we do best: stand alongside women and girls with consistency, compassion, and conviction, even as the systems around them strain under pressure.

A change in government brought renewed political attention to issues we've been raising for nearly two decades: that the Criminal Justice System does not work for women, and that community-based support must be the foundation for change. For the first time in years, we heard policymakers echo what women and organisations like ours have been saying for decades, that safety, stability and support don't come from short sentences or crowded prisons, but from well-funded, gender-responsive services rooted in trust.

We strongly welcomed the announcement of the Women's Justice Board, a long-overdue commitment to coordinated, strategic oversight of women's justice. As founders and leaders of the National Women's Justice Coalition, Together Women have consistently called for this kind of infrastructure, and we remain hopeful that it will bring lasting change if paired with meaningful investment and local accountability.

Alongside this, the government's review of sentencing policy gave us another opportunity to speak up for women, and we worked with partners across the country to feed into consultations and highlight the urgent need for reform.

At the same time, the prison crisis deepened with overcrowding, early release schemes, and growing concerns about women's mental health across the estate. National unrest and rising racial tensions exposed deep inequalities, reinforcing our belief that justice must be intersectional and trauma-informed to truly work.

Against this backdrop, Together Women focused on what we can control: our own growth, stability, and impact. We continued to receive core cost funding from the Ministry of Justice, which allowed us to invest in our infrastructure, strengthen leadership, and focus on sustainability.

Like many across the sector, we saw a slight rise in staff turnover this year reflecting wider workforce pressures. In response, we continued to invest in staff wellbeing and professional development, including expanding access to clinical supervision. Our annual staff away day brought colleagues together from across the organisation to reconnect, celebrate achievements, and re-centre our shared purpose.

In 2024/25, we said goodbye and a heartfelt thank you to one trustee, with two further trustees stepping down shortly after the year-end. During the year we welcomed two new trustees, and a further trustee joined just after year-end, strengthening the Board's skills and experience. Their guidance and commitment helped steer Together Women through periods of growth, challenge, and renewal. At the same time, we were proud to welcome two new trustees, each bringing expertise in leadership, finance, and justice to further strengthen our Board. Our annual trustee away day focused on equity, diversity and inclusion, and revisiting our strategic priorities, ensuring our direction of travel is bold, accountable, and collectively owned.

This year wasn't without challenge. But it brought clarity. Together Women remains grounded in what we know works: listening to women, responding with care, and working in partnership to push for the systemic change they deserve.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: 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)" (effective 1 January 2019).

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Objectives and activities

The objects of the charity are to educate and train and relieve poverty and sickness amongst persons in condition of need, hardship and distress, particularly women who have offended or are at risk of offending by such charitable means as the Trustees may from time to time determine. We do this by:

- Providing individualised, trauma-informed support
- Offering safe, women-only spaces for healing and stability
- Delivering community-based alternatives to custody and prosecution
- Amplifying women's voices through peer-led support and leadership opportunities
- Advocating for system change through evidence, lived experience, and partnership

2. Charity Information

Together Women is a specialist women's organisation working across Yorkshire and Humberside to reduce women and girls' contact with the Criminal Justice System. Since our founding in 2006, we've championed a trauma-informed, gender-responsive approach that recognises the complex realities facing the women we support. Our work spans early intervention, diversion from custody, community-based rehabilitation, and in-prison delivery, always grounded in dignity, trust, and evidence-based practice.

Together Women operates a network of women's centres across Yorkshire and Humberside, with established sites in Leeds, Bradford, Sheffield, Hull, Wakefield, and within HMP New Hall. We also deliver services through community hubs in Halifax, Huddersfield, Bridlington and Beverley, alongside remote and outreach provision reaching into parts of the Northwest and Northeast ensuring women across the region can access consistent, specialist support wherever they are. Our support is holistic and tailored covering housing, mental health, domestic abuse, parenting, substance use, education and training, and much more.

We work in close partnership with police, probation, health and housing providers, courts, local authorities, and other voluntary sector organisations to ensure that women receive the right support, at the right time. We also lead national influencing work through the National Women's Justice Coalition and the Effective Women's Centre Partnership, driving system change from the ground up.

Public Benefit Statement

In shaping our strategic direction and day-to-day operations, the Trustees have had due regard to the Charity Commission's guidance on public benefit, as required by section 17 of the Charities Act 2011.

Together Women's activities directly contribute to the public benefit by reducing harm, promoting rehabilitation, and supporting the safety and wellbeing of women and girls. Through our centres, in-prison services, early intervention programmes, and wider advocacy work, we reach women who are often marginalised, excluded, or failed by mainstream systems. Many face multiple disadvantage including poverty, abuse, trauma, racism, mental health issues, and unsafe housing.

By offering gender- and trauma-informed support, our services help prevent reoffending, reduce the burden on public services, and promote community safety. In addition, our work contributes to broader efforts to address systemic inequality and ensure that women's voices, particularly those with lived experience of the justice system, are heard and valued in decisions that affect them.

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3. Our Purpose and Strategic Aims

Together Women exists to prevent women and girls from entering or re-entering the Criminal Justice System. We envision a world where all women and girls are safe, valued, and in control of their own lives. This purpose drives everything we do—from direct service delivery to national influencing work—and continues to guide our strategic priorities.

At the heart of our work is a recognition that women and girls face deep systemic barriers, particularly those who are racially minoritised, have experienced trauma, or are in poverty. Our work is about removing those barriers and building pathways to safety, strength, and stability.

In 2024/25, we continued to align our delivery and development with the strategic aims we co-produced as part of our Theory of Change:

Support that works for women: We provided consistent, trauma-informed, gender-responsive support across our centres and in-prison settings. Our holistic approach—centred on trust, choice, and empowerment—enabled women to access the support they needed, when they needed it.

Changing the system: We used our voice, evidence, and experience to push for system-wide change. Whether through national partnerships, influencing sentencing reform, or advocating for community alternatives, we worked to ensure policy reflects the realities of women's lives, and we further embedded a robust, data-driven culture.

Building the foundations: We invested in our infrastructure, governance, and leadership to ensure we remain resilient and future focused. This included strengthening data governance, reviewing communications, embedding our EDI commitments across the organisation, and ensuring every person who works or volunteers for us feels safe and supported.

Our strategy is not static, it evolves in response to what we hear from the women we support, what we observe on the ground, and where we believe our voice can have the most impact. As we look ahead, our commitment remains the same: to amplify women's voices and co-create solutions with them for a justice system that works for everyone.

This strategy comes to life through our day-to-day practice in centres, prisons, and communities - a reality reflected in the year's operational delivery and organisational growth.

4. Activities and Impact

In 2024/25, Together Women reached more women than ever before, delivering **21,920 sessions and directly supporting 2,985 women** across Yorkshire, Humberside, the Northwest and Northeast, **a 22% increase on last year.** We operated from six women's centres and two hubs embedded within the community as well as through our specialist in-custody provision inside HMP New Hall.

Our Women's Centres remained a vital lifeline for women, acting as safe spaces where trust is built, stories are heard, and strength and stability take root. That trust was reflected in our engagement rates: 94% of women continued to work with us after their first contact. The majority (82%) were involved in the Criminal Justice System, often facing overlapping challenges such as poor mental health, unstable housing, and financial hardship. Women from racially minoritised communities made up 13% of referrals we received, and encouragingly, their engagement matched that of other groups, which reflects our ongoing commitment to culturally competent, welcoming and inclusive services.

While many women came to us through funded referral routes, 16% arrived through pathways with little or no funding attached, representing nearly **500 women**, who either referred themselves for support, or were referred through local authorities or the voluntary sector. This picture speaks to a few key truths we know all too well: the demand for gender-specific, holistic support is growing within the communities we serve, we regularly have to fill the gaps in public service provision, and there is an urgent need for sufficient and sustainable investment for our Women's Centre Services. We also recognise the challenge this creates for our incredible teams, in terms of workload and retention, and what we delivered this year, just like every year, is testament to their dedication and commitment to support women in their own communities.

Across our criminal justice routes, including Community Rehabilitative Services (CRS), Mentoring and Advocacy Service (MAS) and Early Intervention and Diversion (EID) funded contracts, **73% of women had multiple needs met and reduced their risk of reoffending**. More than half of the women we worked with (56%) saw a reduction in the number of significant risk/needs.

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Community Rehabilitative Services (CRS)

Our CRS contract accounts for our largest income channel via the Ministry of Justice, which we deliver across Yorkshire and Humberside. This year **1909 women** were referred to us to receive gender-specific, trauma-informed support, which represents a **12% increase on last year**, with support pathways focused on the following need areas:

Needs/Support Pathway	%
Emotional wellbeing	57%
Accommodation	50%
Financial resilience	30%
Family support	30%
Social inclusion	24%
Recovery	23%
Lifestyle	22%
Employment	17%

Our analysis of performance on this contract, which provides vital support to both sentenced and unsentenced women, highlights ongoing trends we have been seeing for the last couple of years, on the level of complexity and trauma women we support are presenting with:

- 41% of women had 3 or more identified pathway needs. This is a 9% increase when compared to the previous year, which suggests complexity is rising.
- 9% of women had 3 or more high complexity needs. This is a 6% increase when compared to the previous year, adding further evidence that complexity is rising.

Despite this increase in complexity, **76% of all identified outcomes were achieved for women who completed their support journey** with us on this contract.

Our analysis also shows that on average it costs us **£1500 to support a woman** through the CRS contract, which represents a significant cost saving, when compared to the substantial expense of keeping a woman in prison, which ranges between £45,500 to £55,000 per annum. Highlighting how Together Women Centres and Services, not only offer substantial financial benefits, but also ensure women are accessing gender-specific, holistic, trauma informed support in a safe, women-only space. And this ultimately contributes to broader social and economic savings by enabling women to feel safe, valued and in control of their lives.

Mentoring and Advocacy Service (MAS)

A significant success this year was the renewal of our Mentoring and Advocacy Service (MAS) contract, which has been renewed for another five years and is a testament to the dedication of our team. Our MAS service is jointly funded by the NHS and HMPPS Women's Offender Personality Disorder pathway. It employs a gender-specific approach to support women in the criminal justice system with personality difficulties through a pathway of care and mentoring. The service is dynamic and responsive, operating across the North of England, with Mentor Keyworkers based across custody settings, our community women's centres, and other partner organisations. This contract's model of longer term funding also supports greater retention of staff, which in turns supports the quality of service we can offer to women.

Early Intervention and Diversion (EID)

Our Early Intervention and Diversion Service was renewed for another year, funded by the Ministry of Justice's Innovation Fund. Operating in Leeds, Hull, Bradford, and Sheffield, this initiative is designed to divert women from involvement with the Criminal Justice System by providing immediate access to support and mentoring. Our specialist keyworkers are embedded within police stations and courts, and develop trusted relationships with women and provide trauma-informed interventions at critical points, to reduce harm and advocate for alternatives to prosecution. We have built strong partnerships with courts, police, and local agencies, and created opportunities for women to not only divert women from offending behaviour, but also provide support on the root causes of their contact with the justice system. The impact has been profound, with many women taking steps towards stability and safety, proving the importance of early intervention in breaking the cycle of harm.

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HMP New Hall

Inside HMP New Hall, we delivered **3,217 sessions**, including **1,079 counselling sessions**. We saw a 70% increase in referrals to our Violence Against Women and Girls Key Worker. Of these sessions in HMP New Hall, **450** were Independent Sexual Violence Advocate (IDVA) support sessions to survivors of sexual violence, providing trauma-informed guidance for women within the Criminal Justice System. While this figure outlines the incredible work we're delivering to provide support to women in custody, it also highlights the prevalence of women who are survivors of sexual violence in the prison system – a link we simply cannot ignore.

Support in the Community

Our dedication to supporting survivors of violence extended beyond the prison and into our community Women's Centres. In Bradford, we delivered **40 Independent Domestic Violence Advocate (IDVA)** sessions to women experiencing domestic violence, again providing trauma-informed support to navigate and survive these complex and traumatic experiences. As our evidence shows, women regularly come into contact with the Criminal Justice System as a direct result of experiencing domestic abuse, so early intervention support in this area, not only protects and supports women to live free from abuse, but also can have a direct impact on reducing reoffending.

Our work around sexual and domestic violence remained just one of the pillars of support we provided to women throughout the year. Our partnership with the Smallwood Trust, through the Community Grants Fund, allowed us to provide a lifeline for women in times of financial hardship, domestic abuse, or family breakdown. This area of work saw us work with women to identify their most pressing needs and enable access financial support. We supported **77 women** through the fund this year, with an **average grant amount of £309**, providing essential items such as fridges and cookers to support women and their families to eat healthily, furniture to help make accommodation feel like a home, and laptops to support pursuing studies or employment. 20% of women who applied for grant support had experienced homelessness, and 50% experienced mental health challenges. These figures show that the issues women face go hand-in-hand, which is why our holistic, trauma-informed approach is so important.

Securing another year's extension for the 'Somewhere Safe to Live' project, in partnership with the Ministry of Housing, Communities and Local Government, and Leeds City Council has been a significant milestone for us. Homelessness remains one of the most pressing and often hidden challenges for women in the Criminal Justice System, with many facing insecure, unsafe housing, or no housing at all. Without access to stable accommodation, women are at greater risk of harm, exploitation, and reoffending. Since launching in January 2022, our Somewhere Safe to Live project has provided women with access to safe and secure housing through a portfolio of **14 properties**. Between April 2024 and March 2025, women involved with this project benefitted from **4,020 days in stable tenancies**, which represents a **44% increase** from last year's total of 2,787 days.

This year, our Empower to Employ project supported **54 survivors of domestic abuse**, 12 of whom progressed into meaningful employment. We also established relationships with 18 local employers, expanding our future opportunities for the women we support next. We also continued our partnership with Support After Rape and Sexual Violence (SARSVL), with whom we delivered **122 counselling sessions** to survivors of sexual violence. The feedback from these sessions speaks for itself:

"I now feel like I've got the tools to cope, I'm looking forward to the future, finally I can leave the house alone."

"This service has been a safe place for me to share my past traumatic experiences, without judgement or shame … I came through probation, but it's been a light at the end of the tunnel."

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Specialist Partners

We continued our work with specialist partners, providing support to women with personalised needs and circumstances. Our **Muslim Women in Prison** partnership saw **115 women** receive specialist, culturally competent and faith-sensitive support from our Muslim Women Specialist Keyworker at Khidmat Centres. This reaffirms our commitment to delivering inclusive services to a range of women and communities. In addition, the co-location of a specialist **Accommodation Advisor** saw **62 women** with highly complex accommodation needs referred for support. Our partnership with **Lincolnshire Action Trust** was paramount throughout the year, providing support to **92 women** residing in geographically isolated/remote locations across Lincolnshire, who otherwise would have had no access to services.

The work of our **Effective Women's Centre (EWC)** project team continued to make significant progress this year, supporting colleagues across all teams. The three year project funded by **The JABBS Foundation for Women and Girls**, encompasses a partnership with six other women's organisations and the **University of Birmingham**. As part of the project this year, we submitted data for analysis to the Ministry of Justice Data Lab, which compared the reoffending rates of women who received support from Together Women, from those that did not, with the results reported as statistically significant, with a **9% lower reconviction rate.** The Ministry of Justice concluded that women who received gender-specific support from Together Women are less likely to reoffend, reoffend less frequently and take longer to reoffend. More proof, of what we already know, that Women's Centres work.

The EWC team continued to lead the transformation of our assessment tools and data-driven culture this year, embedding the **Women's Risk Needs Assessment tool (WRNA)** for women in criminal justice, supporting women to understand their offending behaviour risks and their strengths. More widely, the team have been leading the transformation of our data infrastructure and culture, including the design of a new data management system, strengthening data skills and governance, with investment in organisation-wide training and Data Protection Officer accreditation.

Across all of our work, every number tells a story, a story of a woman who is listened to and believed, whose strengths are supported and recognised, whose risks are reduced, needs are met, and past traumas are seen, heard and supported. Behind all of that, is a knowledgeable, compassionate, resilient and adaptable team of women who share a mission; a mission to meet women where they are, to support without judgement and to support women to feel in control of their own lives. We would also like to extend a huge thank you to all our funders and partners whose financial funding and collaborative network of support, make our critical work possible.

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5. Equity, Diversity and Inclusion

At Together Women, our commitment to equity, diversity and inclusion is not merely an 'add-on' to our work, it's the foundation that shapes how we lead, how we provide services and how we show up for each other and for the women we support. We want every woman, colleague and partner who walked through our doors to feel not only welcome, but safe, valued and understood. Our values of empathy, inclusivity, respect and integrity guide us in creating a culture that actively challenges oppression, racism, and discrimination, and centres trauma-responsiveness in everything we do.

The wider context in which we worked this year was not without challenge. In August, racially motivated riots broke out in several of the communities where our centres are based. These events shook the sense of safety many of the women we support and for members of our team. We responded to this with dynamic risk management and worked with staff to implement safety action plans. We arranged additional wellbeing support especially for colleagues who were at risk of experiencing racism or concerned about their commute to and from work.

In October, we launched our **All-Staff Equity, Diversity and Inclusion (EDI) working group –** a space for honest conversation, shared priorities and contribution to the development of our strategy. The group met every month until the following January, where it was agreed that a closed membership group would be more effective, and the **EDI Steering Group** was formed. Nine members represent a cross-section of our organisation and have committed to participate in the action-focussed group for a 12 month period, working closely with the Senior Management Team to deliver positive change to our EDI work. Planning workshops and the development of an action plan will take place in the first half of 2025/26.

These priorities also shaped our approach to governance over this period. Our annual Board Away Day in November saw Trustees and Operational Managers come together for conversations around progress against our strategic priorities and key opportunities/risks for Together Women. A significant proportion of this time was dedicated to strategic EDI discussions, our ambitions around this and the development of a measurable EDI and anti-racism strategy.

Throughout the year, we invested in building knowledge and confidence across our teams. In February, we worked with training partner **The Diversity Trust** to deliver in-person Transgender and Non-Binary Awareness training to all staff, with a goal to enhance our ability to support and deliver inclusive services. This training took place across four of our centres, giving our team an opportunity to interact with each other and reaffirming our commitment to inclusive practice.

In March, we began a new partnership with The Better Org, a specialist EDI consultancy, to progress a range of anti-racism and EDI priorities, including the design of a bespoke anti-racism learning day to take place in July 2025. The aim of this day is to affirm our anti-racist approach as a collective, giving all staff the opportunity to unite around our core values. **The Better Org** were also commissioned to provide specialist support and guidance to our EDI Steering Group and the Senior Management Team in the development of our future EDI and Anti-Racism strategy work.

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6. User Voice, Insight and Lived Experience

This year, we continued to invest in our User Voice and Lived Experience commitment, to ensure that the voices of the women we serve remain at the heart of everything we do. We know that the most effective services are those shaped not just for them, but with them, support that is designed to meet individual needs, reduce risks and build on the incredible strengths that they already hold. Our commitment to User Voice and Lived Experience reflects this, and over the past year has grown into a defining part of how we work.

Just one of the key initiatives central to this work is the ongoing implementation of the **Women's Needs Risk Assessment (WRNA)** and embedding a more data-driven culture. The WRNA is a ground-breaking gender-specific, trauma-informed assessment tool for criminal justice affected women, helping us to see each woman individually, giving us a deeper understanding of her needs as an individual, and how we can provide personalised, holistic support which responds directly to her experience.

This year also saw a body of work with the University of Birmingham on the design of another assessment tool, the **Gendered Wellbeing Assessment, (GWA)** for women who are not currently involved with the Criminal Justice System. Similar to the WRNA, the GWA aims to gain a deeper understanding of women who refer themselves for support, or are referred through non-criminal justice pathways, in order to build a package of personalised, gender-specific support.

These assessment tools do more than merely gather information, they create space for women to tell their stories, shape their own support, and influence the way in which we deliver our services. They generate rich insight, helping us identify gaps, improve our delivery and strengthen our case to secure new funders and change policy in the future. The to more data-driven service delivery, has only been possible through the leadership of our Data and Impact team and the willingness of all frontline colleagues to embrace and respond to change positively.

Working with the Effective Women's Centres Partnership (EWCP) and the JABBS Foundation for Women and Girls, we have also been working on a pioneering project to design and build of a brand new CRM system, which will contribute to ongoing research and evidence-based policy making that supports better outcomes for women. Our collaboration with the EWCP and the University of Birmingham extends further still, with the insight we gain from assessments contributing to academic research, evidencing the incredible impact of women's centres – impact that we know transforms lives. We know that Women's Centres work, and this research will provide the evidence to back what we've long seen in practice: instead of sending women to prison, we should be opening the door to a Women's Centre.

This year we also continued to gather vital qualitative insight, with **50 women taking part in 21 focus groups** across our centres and hubs to share their experiences of the Criminal Justice System as well as the impact of Women's centres and the support they have received. The feedback was powerful and consistent: Together Women is a safe, supportive, judgement-free space where women felt a sense of solidarity with one another. Our centres play a crucial role in relieving financial stress, improving wellbeing, preventing substance relapse, and preventing reoffending.

The results of the feedback surveys we conducted speak for themselves with **93% described Women's Centres as a 'safe space', and 85% felt their needs are adequately addressed through Women's Centre interventions.**

"Together Women is a centre of safe space. Support. You are believed and understood".

"I believe without the Women's Centre I would have reoffended already...centre provides techniques to stay out of the criminal justice system. Life lessons."

"Women need long-term, sustainable support to adequately address their needs."

"Early doors support is crucial to break the cycle of offending - "Trauma, abuse, leads to addiction, leads to shoplifting...we need to support women out of this".

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This area of work remains central to the effectiveness of our mission, and we will continue to embed user voice into our long-term plans. To ensure women's voices are not only heard but are the driving force of our future, we developed a Lived Experience Advisory Board as part of that long-term plan. Twelve women from across our centres came together to co-design its structure, proudly naming it **'Together Women's Voice for Justice Collective'**. From January to March they worked alongside our EWCP colleagues to create a shared mission statement:

"We are a group of compassionate, strong, independent, supportive, unbreakable, understanding women. We have experience of the issues faced as a woman in the criminal justice system, experiencing the fear, misjudgement and disbelief that comes with this.

We are passionate about using our lived experience to advocate for improved outcomes for justice-involved women. We are a voice for the voiceless, thinking not just of ourselves but representing other women. We need to change the system from the ground up."

Set to formally launch in July 2025 the collective will continue to shape our user voice strategy and our service delivery. We would like to extend our heartfelt thanks to every woman who has given their time and honesty throughout this work so far.

7. Volunteers

Volunteers remained a vital part of the Together Women community this year, not simply as extra hands, but as people who bring lived experience, insight, and an authenticity that cannot be taught. Many understand, through their own journeys, the challenges women can face when they first come through our doors.

Our volunteers bring value in various ways, from welcoming women into our centres to facilitating groups and completing assessments. Whatever role they play, they provide priceless help. The impact of their involvement runs deep; volunteers strengthen our capacity, extend our reach and ensure our services remain rooted in respect and transparency. Among them are **five volunteers who stepped into paid employment within Together Women**, a milestone we remain incredibly proud of. This alone speaks to the power of volunteering as a pathway into work, and to our commitment to building opportunities that are inclusive, meaningful and rooted in real experience.

Volunteers also hugely contribute to our counselling offer, due to our very limited funds to provide counselling, we rely on dedicated trainee counsellors volunteering their time, to provide emotional support and counselling to women across our centres. The impact this work has on the women we support is invaluable, within a mental health care system which is under significant pressure, this service is often the only way we can direct women in counselling support when they need it.

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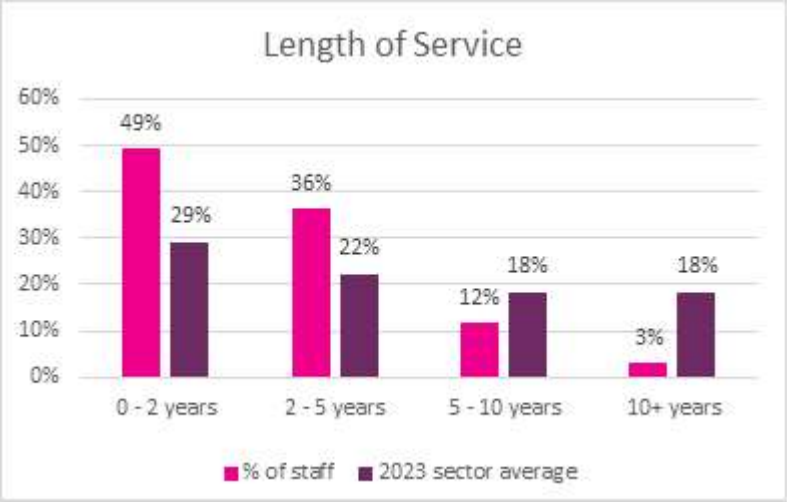
8. People and Culture

Together Women's impact is only possible because of the people who deliver it. The dedication, skill, and compassion of our staff and volunteers is at the heart of everything we achieve, and we remain deeply grateful for the work they do in championing our mission and reflecting our values.

With new contracts beginning, existing ones renewed, and the demand for our services on the rise, our workforce grew again throughout the year from **69 to 75 people**, including six subcontracted staff, supported by a valued network of volunteers, peer mentors, and student counsellors.

Like many in the frontline sector, we faced recruitment and retention challenges this year, with prolonged vacancies adding pressure to staff in post. In response we trialled new approaches to recruitment, worked to make our processes more inclusive, improved onboarding for new starters, and actioned learnings from exit interviews. This work will remain a focus in 2025/26 as we continue to strengthen and support our teams.

Staff turnover during the year was **42%**, above the national average of 34% (CIPD, June 2024), and average of service is **2-5 years** for **36%** of staff, above the sector average of 22% (CIPD, 2023).



Recognising the pressures of the ongoing cost of living, our Board carefully reviewed and approved a **5% salary increase** for all staff effective from the start of the financial year. This decision was made to enhance employee wellbeing and recognise the skill, energy, and resilience they bring to their roles. We also completed a benchmarking exercise for our frontline roles, which highlighted our pay offer was at the top end of comparable roles in the Women's Services sector, which supports our commitment to attract and retain a skilled, dedicated and experienced workforce.

We also continued to invest in clinical supervision for our frontline teams, recognising the emotional demands of working with women who have often experienced significant trauma. This support, funded through dedicated grants, is a vital part of sustaining not only the wellbeing of our staff but also the quality of services we deliver.

We continued to invest in a dedicated wellbeing budget, enabling teams to choose activities that support both rest and teambuilding. Activities range from meals, spa days, and creative sessions which incentivised staff and gave them time to focus on relaxing time together.

In October, our staff came together for our All-Staff Away Day, a day away from the office centred on wellbeing and connection. We took part in a number of activities throughout the day from meditation and Pilates to sound baths and crafts workshops; the day was a resounding success, with extremely positive feedback, highlighting the value of dedicated time for teambuilding, rest and connection.

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Our 2025 Staff and Volunteer Survey offered an important opportunity to pause and listen to the people who make our work possible. With 49 responses (48 staff and 1 volunteer), the feedback painted a picture of deep commitment and shared values. The results revealed strong connections our values and our trauma-informed service delivery, and positive feedback around the wellbeing budgets and clinical supervision. The survey also surfaced challenges we will not overlook, with colleagues highlighting concerns around workload pressures, consistent management support, internal communication and more access to development opportunities. While feedback was overwhelmingly positive, there are signals that organisational growth, increasing complexity of women's needs, and the emotional impact of our work is creates challenges for our teams, and highlights the need for us to maintain our investment and commitment to staff wellbeing, strengthening communications and leadership, and review long-term sustainability of frontline caseload levels and the level of funding we receive.

This year we worked closely with our management team to introduce a refreshed one-to-one supervision process designed to more closely align with our ethical framework and bring greater structure to these important conversations. This approach ensures every member of staff has regular, purposeful time with their manager – focussed on performance and accountability, as well as wellbeing and personal development. Managers have been supported to embed the process across the organisation, helping to create a shared standard of support and connection for all.

To further strengthen management support for our teams, five of our colleagues progressed into Senior Key Worker and Duty Manager roles. Investment in internal progression helps to build career development pathways and reinforce leadership capacity. Alongside this, four members of our management team successfully completed Level 3 Leadership and Management training, helping to embed a consistent and high-quality approach to management across the organisation.

Governance remained a central focus, with ongoing review and refinement of key policies and procedures to maintain a strong, complaint, and responsive framework. This work, led by our Senior Management Team, ensures our organisation continues to work to the highest standards of accountability and practice.

A great focus was also placed on welcoming new skills and experience to our Board of Trustees, welcoming new members to the Board whose diverse skills and fresh perspectives are already strengthening oversight of our strategic priorities and delivery of our mission.

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9. Financial Review

The Trustees consider the charity's financial performance during 2024/25 to have been stable and positive. Total income for the year was £3,727,374, an increase of 14.55% compared to £3,253,852 in 2023/24. Annual expenditure was £3,264,722, resulting in a surplus of £462,652, which compared to the £408,734 surplus recorded in the previous year.

This growth in income was primarily driven by the commencement of the MOJ CRS Sentenced and Unsentenced project, which accounted for an 11.9% uplift. Additional gains came from general uplifts across several projects. Both statutory and independent funders played a vital role in sustaining our work during a challenging economic climate, while enabling the development of new services and programmes. The increase in expenditure reflects our investment in staffing for the CRS pathway, as well as our commitment to expanding services and reaching more women. Notably, 50% of the surplus is linked to salary underspends in 2024/25 — a result of recruitment and retention challenges faced across the year.

At the end of the financial year on 31 March 2025, total funds stood at £1,880,540. This comprised £1,418,814 in unrestricted funds and £461,726 in restricted funds. The growth in unrestricted reserves of £375,403 aligns with our strategic priority to strengthen reserves over the next three years, as set out in our Reserves Policy. Year-end cash balances were £1,619,479 compared to £1,374,496 in 2023/24, reflecting our strong financial position and capacity to continue delivering vital impact and supporting women.

The Board of Trustees reviewed Together Women's Reserves Policy in the context of the charity's key risks and the current funding environment. It was agreed that unrestricted reserves should equate to up to six months of staffing, running, and activity costs across all projects.

As our services and income expanded during 2024/25, we have maintained a strong level of unrestricted reserves to meet working capital needs and to support continued growth. At year-end, total reserves stood at:

- **Total reserves**: £1,880,540
- **Restricted reserves**: £461,726
- **Designated reserves**: £1,056,010
- **Unrestricted reserves**: £362,804

The Board remains confident that our current reserves position allows us to continue delivering high-quality services, respond to emerging needs, and navigate future challenges, ensuring the long-term sustainability of Together Women.

Risk Management

The Board of Trustees places great importance on effectively managing the risks faced by Together Women. A comprehensive review of major risks has been conducted, resulting in the establishment of a robust risk register. This register is updated and overseen by the board who focus on areas such as services and governance, finance, fundraising, and people.
To mitigate risks, the charity has implemented appropriate systems and procedures. Financial management procedures are regularly reviewed to ensure internal control risks are minimised. Furthermore, stringent authorisation processes are in place to approve all transactions and projects, ensuring financial integrity.
The safety and well-being of our staff, clients, and visitors are paramount. To maintain a secure environment, we have established procedures to ensure compliance with health and safety regulations. Additionally, we have implemented National Service Standards and regularly review and enhance our safeguarding protocols for children and adults at risk. These measures ensure the consistent delivery of high-quality services across all operational aspects of the charity. We remain committed to regularly reviewing these procedures to ensure they remain effective and aligned with the evolving needs of our organisation.

The Board of Trustees is dedicated to promoting a culture of risk awareness and management, working closely with the executive team to assess and address potential risks. By prioritising risk management, we strive to safeguard the interests of our stakeholders, maintain financial stability, and uphold our mission of supporting women.

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10. Plans for the Future

As we look ahead to 2025/26, Together Women is in a strong position to build on the solid foundations laid over the past year. Our financial outlook is stable, our relationships with funders and commissioners remain positive, and our vision for growth is underpinned by clear strategic priorities.

We have secured a five-year contract to continue delivering the Mentoring and Advocacy Service (MAS), jointly commissioned by HMPPS and NHS England. This long-term investment reflects confidence in our trauma-informed, community-based approach, and will allow us to provide continuity of care for some of the most complex cases in the justice system.

Alongside this, many of our other contracts have been extended while government departments await the outcome of the next Spending Review. Funders have expressed a strong desire to maintain partnership with Together Women, and we are already working closely with commissioners to shape the next phase of service delivery in line with national priorities and local needs.

The Commissioned Rehabilitative Services (CRS) contract has also been extended again and is likely to remain in place for a further year while recommissioning processes are finalised. We continue to collaborate with the Ministry of Justice to support the redesign and future delivery model of these services, ensuring the voices of women and specialist providers are central to the process.

Our work through the Effective Women's Centre Partnership remains a key focus, and we are working closely with JABBS Foundation for Women and Girls to co-design the next phase of delivery. Together, we are shaping a future model that reflects the learning from the partnership so far, and secures continued investment in holistic, community-based support for women. This collaborative approach is helping to sustain and strengthen the women's sector at a time when national policy and funding decisions are still evolving

Looking internally, we have committed to expanding our Leeds Centre, with plans already underway for a move to a new and more accessible site in the next year. This relocation marks a major investment in our infrastructure, creating a space that better meets the needs of women and strengthens our partnership work locally.

We are also continuing to strengthen our organisational infrastructure. As part of this, we have committed to investing a portion of our designated reserves into the recruitment of an in-house HR and People Manager. This new role will provide dedicated capacity to lead on workforce development, enhance our HR systems and processes, and ensure our approach to recruitment, retention, wellbeing, and staff engagement is as robust and inclusive as the services we deliver. As our organisation continues to grow, this role will be key to embedding consistency, supporting managers, and building a workplace culture where all staff feel supported.

Digital transformation also remains high on our agenda. We are working with JABBS and sector partners to co-develop a new case management system that will enhance our data quality, streamline processes, and improve outcomes tracking. This will be a major shift for Together Women and one that will underpin our growth and accountability in the years ahead.

Staff development and training will continue to be a core priority. Following the success of our all-staff Trans Awareness training, we are planning a new programme of anti-racism training and learning days in 2025/26. These will further embed our equity commitments and ensure our workforce remains confident, compassionate, and aligned with our values.

Despite uncertainty in the wider funding landscape, Together Women enters the next financial year with confidence and clarity. We have a solid financial position, a growing footprint, and a strong team. Most importantly, we remain focused on our purpose, to support women and girls.

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11. Structure, governance and management

The trustees, also the Directors of Together Women (TW) under company law, present their annual report with the charity's financial statements for the year ending 31 March 2025. The financial statements comply with relevant laws and regulations, including the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP").

The trustees who served during and after the year end were:-

Claire Vilarrubi (Chair)	
Alexandria Bradley	(Resigned 8 May 2025)
Alison Lowe	
Janice Colley	(Resigned 1 July 2024)
Jennifer Coleman-Peers	
Linda Christine Baines	(Resigned 7 April 2025)
Perminderjeet Banwait	
Rachel Davis	
Zafarine Iqbal	(Resigned 25 September 2025)
Rosie McKnight	
Natalie Rutter	
Rebecca Chaloner	(Appointed 9 August 2024)
Erica Hunt	(Appointed 30 June 2025)
Chloe Wilson	(Appointed 8 August 2024)

Trustees are appointed throughout the year, including at the Annual General Meeting (AGM), where existing Trustees may retire or extend their tenure. During 2024/25 we said farewell to one trustee and two more trustees stepped down shortly after the year end. We welcomed two new members to the Board during the year and a further trusteee joined just after the year end. All Trustees, new and existing, receive necessary documents, access to policies, and 'The Essential Trustee' from the Charity Commission.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Together Women benefits from a clear and well-established governance structure, underpinned by strong leadership and robust oversight. Our Senior Leadership Team (SLT) meets monthly to review organisational performance, address emerging risks, and drive strategic development. Over the past year, we have strengthened our internal infrastructure, building leadership capacity and ensuring a joined-up approach across all operational areas.

To complement this, we held two in-person management away days alongside our regular monthly management meetings creating time and space for reflection, collaboration, and forward planning across our wider leadership team.

Our Board of Trustees continues to provide active oversight and strategic direction. In early 2025, we also welcomed an additional trustee with a strong financial background who will take on the role of Chair of our newly established Finance Subcommittee. This subcommittee is already playing a vital role in supporting the Board's scrutiny of our financial position and long-term sustainability.

The Board maintains oversight of organisational risk through a regularly updated Risk Register, which is reviewed, discussed, and signed off at Board meetings. Risk is a standing consideration in all Board reports whether relating to service performance, financial forecasting, or wider external factors. This ensures our governance is proactive, informed, and attuned to the complexity of the external landscape.

Safeguarding remains a top priority for Together Women. We have clear policies and procedures in place; alongside designated Safeguarding Leads at both local and senior levels. Safeguarding training is mandatory for all staff and refreshed regularly, and we continue to review our systems and practices to ensure women accessing our services and the staff supporting them always remain safe. Regular safeguarding audits, reflective practice, and supervision all contribute to a culture where safety is everyone's responsibility.

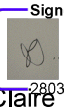
Our commitment to strong governance, effective leadership, and transparent risk management ensures Together Women is well placed to continue delivering high-quality, impactful services even in an uncertain external climate.

Auditor

Azets Audit Services is not seeking re-appointment as auditors of the company.

The Trustees report was approved by the Board of Trustees.

Signed by:



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Claire Villarrubi (Chair)

Trustee

14 October 2025

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Together Women Projects (Yorkshire and Humberside) for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

Opinion

We have audited the financial statements of Together Women Projects (Yorkshire and Humberside) (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

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Responsibilities of Trustees

As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:
Alison Whalley
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Alison Whalley (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

23 October 2025 | 17:03 BST

Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

Azets Audit Services is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	4,765	-	4,765	5,445	-	5,445
Charitable activities	4	2,853,461	838,225	3,691,686	2,421,776	821,438	3,243,214
Other trading activities	5	1,081	-	1,081	3,532	-	3,532
Investments	6	29,842	-	29,842	1,661	-	1,661
Total income		2,889,149	838,225	3,727,374	2,432,414	821,438	3,253,852
Expenditure on:							
Charitable activities	7	2,509,226	755,496	3,264,722	2,166,556	678,562	2,845,118
Net incoming resources before transfers		379,923	82,729	462,652	265,858	142,876	408,734
Net incoming resources before transfers		379,923	82,729	462,652	265,858	142,876	408,734
Gross transfers between funds		(4,520)	4,520	-	(10,150)	10,150	-
Net income for the year/ Net movement in funds		375,403	87,249	462,652	255,708	153,026	408,734
Fund balances at 1 April 2024		1,043,411	374,477	1,417,888	787,703	221,451	1,009,154
Fund balances at 31 March 2025		1,418,814	461,726	1,880,540	1,043,411	374,477	1,417,888

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	**12**		26,921		34,789
Current assets					
Debtors	**13**	415,397		364,472	
Cash at bank and in hand		1,619,479		1,374,496	
		2,034,876		1,738,968	
Creditors: amounts falling due within one year	**14**	(181,257)		(355,869)	
Net current assets			1,853,619		1,383,099
Total assets less current liabilities			1,880,540		1,417,888
Income funds					
Restricted funds	**16**		461,726		374,477
Unrestricted funds					
Designated funds	**17**	1,056,010		858,923	
General unrestricted funds		362,804		184,488	
			1,418,814		1,043,411
			1,880,540		1,417,888

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 14 October 2025

Signed by:

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Claire Vilarrubi (Chair)

Trustee

Company registration number 06814757

Docusign Envelope ID: C2C44FB6-8D00-4E99-AF18-D7A6A89C2268

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash generated from operations	**22**		236,292		609,383
Investing activities					
Purchase of tangible fixed assets		(21,151)		(39,699)	
Investment income received		29,842		1,661	
Net cash generated from/(used in) investing activities			8,691		(38,038)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			244,983		571,345
Cash and cash equivalents at beginning of year			1,374,496		803,151
Cash and cash equivalents at end of year			1,619,479		1,374,496

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Together Women Projects (Yorkshire and Humberside) is a private company limited by guarantee incorporated in England and Wales. The registered office is 13 Park Square East, Leeds, LS1 2LF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's memorandum and articles of association, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives. Unrestricted funds earmarked for particular purposes by the trustees are designated as separate funds. The designation has an administrative purpose only, and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from charitable activities is recognised on an accruals basis. Grants and other income are recognised in the year in which entitlement exists and the amount can be measured with reasonable certainty and measurability. The value of services provided by volunteers has not been included in these accounts.

Investment income related to bank interest is recognised on a receivable basis.

Income is deferred when the provider specifies that the grant or donation must only be used in future accounting periods.

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1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any VAT on costs. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource. The majority of overheads have been apportioned on the basis of headcount because that is the main driver of costs it the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
Governance costs, separately identified, are those costs that relate to meeting the strategic constitutional and statutory requirements of the charity as opposed to the costs of day to day management or charitable activities

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	Straight line over the term of the lease
Fixtures and fittings	3 years straight line
Computers	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

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1 Accounting policies **(Continued)**

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.12 Pensions Costs

The company operates a defined contribution pernsion scheme, the assets of which are held separately from those of the compnay in an independently adminstered fund. Contributions payable for the year are charged in the statement of financial activities.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2025	**2024**
	£	**£**
Donations and gifts	4,765	5,445
Donations and gifts		
Donations	4,765	5,445
	4,765	5,445

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4 Charitable activities

	Unrestricted Funds 2025	Restricted Funds 2025	Total 2025	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024
	£	£	£	£	£	£
Charitable activities	2,853,461	838,225	3,691,686	2,421,776	821,438	3,243,214
Analysis by fund						
Unrestricted funds	2,853,461	-	2,853,461	2,421,776	-	2,421,776
Restricted funds	-	838,225	838,225	-	821,438	821,438
	2,853,461	838,225	3,691,686	2,421,776	821,438	3,243,214

Docusign Envelope ID: C2C44FB6-8D00-4E99-AF18-D7A6A89C2268

4 Charitable activities **(Continued)**

Charitable activities	Unrestricted Funds 2025	Restricted Funds 2025	Total 2025	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024
ASEp (Formerly Stage)	-	42,595	42,595	-	30,539	30,539
Bridlington Bright Futures	-	-	-	5,319	-	5,319
CCC Domestic Abuse	-	84,128	84,128		64,671	64,671
DWP Flexible Support Fund Leeds	40,195	-	40,195	8,837	-	8,837
DWP Flexible Support Funds Hull	-	-	-	13,724	-	13,724
Equality & Fairness Sheffield	-	10,000	10,000	-	10,000	10,000
HMP New Hall Counselling	-	63,020	63,020	-	63,020	63,020
HMP New Hall Key Worker Post	-	49,285	49,285	-	48,530	48,530
Health Inequalities Grant	-	-	-	-	5,008	5,008
NWJC Admin		8,100	8,100		1,688	1,688
NWJC Dev Manager	-	49,861	49,861	-	40,000	40,000
JABBS WRNA Evidence Womens Centre	-	267,407	267,407	-	258,333	258,333
JABBS NWJC Fund	-	1,475	1,475			
Liaison and Diversion	71,391	-	71,391	71,393	-	71,393
Mentoring and Advocacy (NHS England HMPPS)	441,946		441,946	416,514	-	416,514
WYCA ISVA HMP New Hall	-	32,361	32,361	-	32,361	32,361
WYCA IDVA Bradford	40,776	-	40,776	40,776	-	40,776
Ministry of Justice	150,000		150,000	150,000		150,000
MoJ Women's Contract Humberside	535,147	-	535,147	473,527	-	473,527
MoJ Women's Contract South Yorkshire	202,950	-	202,950	185,622	-	185,622
MoJ Women's Contract West Yorkshire	1,242,662	-	1,242,662	933,556	-	933,556
National Coalition Network	-	-	-	8,219	-	8,219
PCC Escape the Trap	-	-	-	-	12,860	12,860
Project 6	-	6,129	6,129	-	35,700	35,700
Smallwood Trust Community Grant	-	25,000	25,000	-	25,000	25,000
Smallwood Trust (Barclays Life Skills)	-	29,718	29,718	-	20,925	20,925
Somewhere Safe to Live LCC	125,034	-	125,034	113,659	-	113,659
Student Placements	3,360	-	3,360	630	-	630
WLL - Empowering Systems Change	-	20,820	20,820	-	24,476	24,476
Women's Early Intervention Fund	-	148,326	148,326	-	148,327	148,327
	2,853,461	838,225	3,691,686	2,421,776	821,438	3,243,214

Docusign Envelope ID: C2C44FB6-8D00-4E99-AF18-D7A6A89C2268

5 Other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other Trading activities	1,081	3,532

6 Investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	29,842	1,661

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7 Charitable activities

	Charitable activities 2025	Total 2025	Charitable activities 2024	Total 2024
	£	£	£	£
Staff costs	1,989,808	1,989,808	1,744,245	1,744,245
Depreciation and impairment	25,537	25,537	18,245	18,245
Training and recruitment	28,801	28,801	44,537	44,537
Travel	27,252	27,252	32,144	32,144
Customer costs - grant funded	82,551	82,551	49,481	49,481
Premises costs	265,536	265,536	231,374	231,374
Communication costs	53,686	53,686	22,920	22,920
Office costs	131,409	131,409	145,364	145,364
Insurance	9,234	9,234	15,022	15,022
Legal and professional	450	450	750	750
Project payments to partner organisations	207,228	207,228	221,589	221,589
Counselling and supervision	16,385	16,385	22,740	22,740
Other charitable expenditure	3,500	3,500	-	-
	2,841,377	2,841,377	2,548,411	2,548,411
Share of support costs (see note 8)	412,203	412,203	292,077	292,077
Share of governance costs (see note 8)	11,142	11,142	4,630	4,630
	3,264,722	3,264,722	2,840,488	2,845,118
Analysis by fund				
Unrestricted funds	3,264,722	2,509,226	2,840,488	2,166,556
Restricted funds	-	755,496	-	678,562
	3,264,722	3,264,722	2,840,488	2,845,118

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8 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Staff costs	273,782	-	273,782	173,306	-	173,306
Depreciation	3,482	-	3,482	9,411	-	9,411
Training	22,082	2,987	25,069	27,657	-	27,657
Travel	16,382	-	16,382	9,904	-	9,904
Premises costs	27,333	-	27,333	37,526	-	37,526
Communication costs	6,079	-	6,079	3,265	-	3,265
Office costs	35,770	-	35,770	17,015	-	17,015
Insurance	9,542	-	9,542	742	-	742
Legal and Professional	11,115	-	11,115	249	-	249
Accountancy	5,861	-	5,861	8,862	-	8,862
Consultancy	(1,200)	-	(1,200)	4,140	-	4,140
Sundry Costs	1,975	-	1,975	-	-	-
Audit fees	-	8,000	8,000	-	4,620	4,620
Trustees' expenses	-	155	155	-	10	10
	412,203	11,142	423,345	292,077	4,630	296,707
Analysed between						
Charitable activities	412,203	11,142	423,345	292,077	4,630	296,707

Governance costs includes payments to the auditors of £8,000 (2024- £4,620) for audit fees.

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the current or prior year. During the year one trustee was paid expenses of £154 for travel (2024: £10, one trustee)

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	70	63

Employment costs	2025 £	2024 £
Wages and salaries	2,263,590	1,917,551

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10 Employees **(Continued)**

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
	2	1

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 April 2024	24,408	-	130,184	154,592
Additions	-	10,039	11,113	21,152
At 31 March 2025	24,408	10,039	141,297	175,744
Depreciation and impairment				
At 1 April 2024	24,408	-	95,396	119,804
Depreciation charged in the year	-	3,346	25,673	29,019
At 31 March 2025	24,408	3,346	121,069	148,823
Carrying amount				
At 31 March 2025	-	6,693	20,228	26,921
At 31 March 2024	-	-	34,789	34,789

13 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	293,455	270,535
Other debtors	74,803	40,849
Prepayments and accrued income	47,139	53,088
	415,397	364,472

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14 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Deferred income	15	70,044	238,717
Other creditors		103,213	93,093
Accruals		8,000	24,059
		181,257	355,869

15 Deferred income

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	70,044	238,717
Movements in the year:		
Deferred income at 1 April 2024	238,717	28,417
Released from previous periods	(238,717)	(28,417)
Resources deferred in the year	70,044	238,717
Deferred income at 31 March 2025	70,044	238,717

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16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds				Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£	£	£
Big Lottery - Women & Girls (VIBE)	18,939	-	-	-	18,939	-	-	-	18,939
Big Lottery - Women's Lives Leeds (WLL)	5,236	24,476	(25,264)	-	4,448	20,820	(21,925)	(3,343)	-
Comic Relief Restore Leeds	14,736	-	-	-	14,736	-	-	-	14,736
Equality & Fairness - Sheffield	2,255	10,000	(10,000)	-	2,255	10,000	(9,793)	-	2,462
Health Inequalities Grant	-	5,008	(1,094)	-	3,914	-	(3,914)	-	-
ASEp (formerly Stage)	-	30,540	(35,569)	5,029	-	42,595	(20,331)	-	22,264
WYCA ISVA HMP New Hall	3,801	32,361	(34,776)	(1,386)	-	32,361	(35,961)	3,600	-
Smallwood Trust Community Partners Hull	20,384	25,000	(18,139)	-	27,245	25,000	(27,189)	-	25,056
Smallwood Trust (Barclays Life Skill)	19,831	20,925	(15,239)	-	25,517	29,718	(17,547)	-	37,688
Social Prescribing	4,269	-	-	-	4,269	-	-	-	4,269
PCC Escape the Trap	-	12,860	(12,137)	-	723	-	-	(723)	-
Tampon Tax - Creating Community Connections	1,039	-	-	-	1,039	-	-	-	1,039
JABBS NWJC Fund	-	-	-	-	-	1,475	(6,535)	5,060	-
NWJC Development Manager	40,875	40,000	(55,805)	-	25,070	49,861	(49,861)	-	25,070
NWJC Admin	-	1,688	(1,688)	-	-	8,100	(8,100)	-	-
JABBS WRBA Evidence Womens Centre	90,086	258,332	(151,457)	-	196,961	267,407	(234,335)	-	230,033
Project 6		35,700	(20,430)	-	15,270	6,129	(6,129)	-	15,270
CCC Domestic Abuse		64,671	(59,638)	-	5,033	84,128	(80,797)	(8,364)	-
Women's Early Intervention Fund		148,327	(124,391)	-	23,936	148,326	(109,556)	-	62,706
HMP New Hall Counselling	-	63,020	(69,527)	6,507	-	63,020	(60,826)	-	2,194
HMP New Hall Key Worker Post	-	48,530	(43,408)	-	5,122	49,285	(62,697)	8,290	-
	221,451	821,438	(678,562)	10,150	374,477	838,225	(755,496)	4,520	461,726

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16 Restricted funds **(Continued)**

Details of the activities of the restricted projects is explained within the Trustees' Report.

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17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023	Transfers	Balance at 1 April 2024	Transfers	Balance at 31 March 2025
	£	£	£	£	£
Fixed asset fund	22,745	12,044	34,789	-	34,789
Contingency fund	225,000	45,234	270,234	187,087	457,321
Maintenance & emergency repair	-	10,000	10,000	-	10,000
Reasearch & evaluation	-	40,000	40,000	-	40,000
Mobilisation contingency of new premises	72,400	95,000	167,400	-	167,400
Development of new training materials and Social media	50,000	-	50,000	(15,000)	35,000
Operating Leases - premises	100,000	-	100,000	(50,000)	50,000
Redundancy costs	135,000	7,000	142,000	50,000	192,000
Sinking Fund	24,500	-	24,500	-	24,500
Consultancy for New Office Premises	20,000	-	20,000	-	20,000
Fundraising Budget				25,000	25,000
	649,645	209,278	858,923	197,087	1,056,010

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Funds

	Balance at 1 April 2023	Incoming resources	Resources Expanded	Transfers	Balance at 1 April 2024	Incoming resources	Resources Expanded	Transfers	Balance at 31 March 2025
Restricted Funds	221,451	821,438	(678,562)	10,150	374,477	838,225	(755,496)	4,520	461,726
Designated Funds	649,646	-	-	209,277	858,923	-	-	197,087	1,056,010
General Funds	138,057	2,432,414	(2,166,556)	(219,427)	184,488	2,889,149	(2,509,226)	(201,607)	362,804
	1,009,154	3,253,852	2,845,118	-	1,417,888	3,727,374	3,264,722	-	1,880,540

19 Analysis of net assets between funds

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2025 are represented by:								
Tangible assets	-	26,921	-	26,921	-	34,789	-	34,789
Current assets/(liabilities)	362,804	1,029,089	461,726	1,853,619	184,488	824,134	374,477	1,383,099
	362,804	1,056,010	461,726	1,880,540	184,488	858,923	374,477	1,417,888

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20 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	59,800	128,224
Between two and five years	101,200	165,900
	161,000	294,124

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2025	2024
	£	£
Aggregate compensation	241,047	241,982

22 Cash generated from operations

	2025	2024
	£	£
Surplus for the year	462,652	408,733
Adjustments for:		
Investment income recognised in statement of financial activities	(29,842)	(1,661)
(Gain)/loss on disposal of tangible fixed assets	-	3,209
Depreciation and impairment of tangible fixed assets	29,019	24,447
Movements in working capital:		
(Increase) in debtors	(50,925)	(24,927)
(Decrease) in creditors	(5,939)	(10,718)
(Decrease)/increase in deferred income	(168,673)	210,300
Cash generated from operations	236,292	609,383

23 Analysis of changes in net funds

The Charity had no debt during the year.

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

England & Wales - Charity number 1128892

Accounts

together women

A world where all women and girls are safe, valued and in control of their own lives.

Annual Report and Financial Statements

For the year ended March 2024

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MESSAGE FROM THE CHAIR AND CEO

Every day, women and girls involved with the criminal justice system face daunting challenges that threaten their safety, dignity, and future. They are individuals who, all too often, have been failed by a society that overlooks the trauma and adversity they've endured. At Together Women, we stand alongside them, not just to help them survive but to support them in reclaiming their lives and building a better future.

This past year has been a profound period of reflection and action for us. The criminal justice system is in crisis, and women we support are at the intersection of some of society's most pressing issues: mental health, homelessness, substance abuse, and the lasting scars of domestic and sexual violence. In 2023/24, we continued our long-standing commitment to providing gender-specific, trauma-informed care that has always been at the heart of Together Women's mission. The demand for our services has never been greater, underscoring the critical need for the work we have been delivering for almost two decades.

Our response to these challenges has been both strategic and impactful. We need to stem the flow of women entering the criminal justice system, and initiatives like our Early Intervention and Diversion Service are crucial in doing this. These programs are designed to divert women at the earliest possible stage, offering them the support they need before they become entrenched in the justice system. By providing timely and targeted support, we can address the underlying issues that often lead to criminal behaviour—such as trauma, mental health struggles, and socioeconomic pressures—thereby preventing women from being swept into a cycle of incarceration. This approach not only reduces the likelihood of reoffending but also supports women to take control of their lives in a positive and sustainable way, helping them to build a future free from the shadow of the criminal justice system.

Thanks to the generous support of the Smallwood Trust, Together Women has been able to provide a vital lifeline to women in crisis, offering direct grants that have made a profound difference in their lives. These grants have been more than just financial support; they have been a source of hope and a means for women to regain control over their circumstances.

Whether it's helping a woman secure stable housing, access essential household items, or support her journey towards employment and financial stability, the impact of these grants has been transformative. The trust placed in women to decide how best to use these funds has empowered them to take decisive steps towards rebuilding their lives, often after experiencing immense hardship. The partnership with Smallwood Trust has not only provided critical resources but has also strengthened the bonds of trust between women and the services we offer. This initiative has truly been a beacon of hope for many, and we are deeply grateful to the Smallwood Trust for making this possible.

This year, we also took significant steps to shape the future of our organization. We developed and launched our new five-year strategy, crafted with the invaluable input of our staff, trustees, and women we support. This strategy, underpinned by our newly designed Theory of Change, sets a clear and ambitious path for Together Women. It focuses on enhancing our service delivery, advocating for systemic change, and ensuring that the voices and needs of women remain central to everything we do.

Our Board of Trustees has been instrumental in guiding our strategic direction. Their insights and dedication have been crucial in helping us navigate the complexities of our work. We are deeply grateful for their leadership and for their unwavering commitment to ensuring that Together Women remains a vital support system for women in need.

Our staff, volunteers, and partners have also been at the forefront of our success. Their dedication to our mission is inspiring. They have worked tirelessly, often in the face of significant challenges, to ensure that every woman who comes to us receives the care and support she deserves. This year, we welcomed new team members, bolstered our senior leadership, and continued to build a culture that values diversity, equity, and inclusion.

Looking ahead, we are both hopeful and determined. We know that the road ahead will not be easy, but we are confident in our ability to meet the challenges before us. Together Women will continue to be a steadfast source of support for women and girls in the criminal justice system. We will advocate tirelessly for the systemic changes needed to create a more just and equitable society, and we will continue to deliver services that are not only effective but also grounded in empathy, respect, and a deep understanding of the unique challenges faced by women we support.

Thank you to everyone who has supported us over the past year—our staff, volunteers, trustees, partners, funders, and most importantly, women who have trusted us to walk alongside them on their journey. Together, we are making a profound difference in the lives of women, and we are committed to continuing this vital work in the year ahead.

Rokaiya Khan, Chief Executive Officer
Claire Vilarrubi, Chair of Trustees

OUR STRATEGY

Our Vision

A world where all women and girls are safe, valued, and in control of their own lives.

Our Purpose

To prevent women and girls from entering or re-entering the criminal justice system.

At Together Women we provide holistic, trauma-informed support to women and girls affected by the criminal justice system.

"I was having a really low time and felt like I had nobody. I came in and was made to feel so welcome.... They were so warm and calming. It made me have a positive outlook when it felt like my life couldn't get any worse. Thank you so much."

OUTCOMES AND IMPACT

By placing women and girls at the heart of Together Women services, we strive to ensure they are:

Safer to live their lives at less risk of harm.

Supported to share their story in a safe space, where their voices are heard, their needs are identified, and their choices are supported

Strengthened to be emotionally stronger, bold, resilient, and equipped to advocate for themselves.

Secure by having their needs met by community based women's centres and understood by society.

OUR VALUES

Empathy and Compassion

- We prioritise empathy and compassion in all our interactions
- We strive to understand and support each other, recognising that everyone has unique challenges and experiences

Inclusivity and Diversity

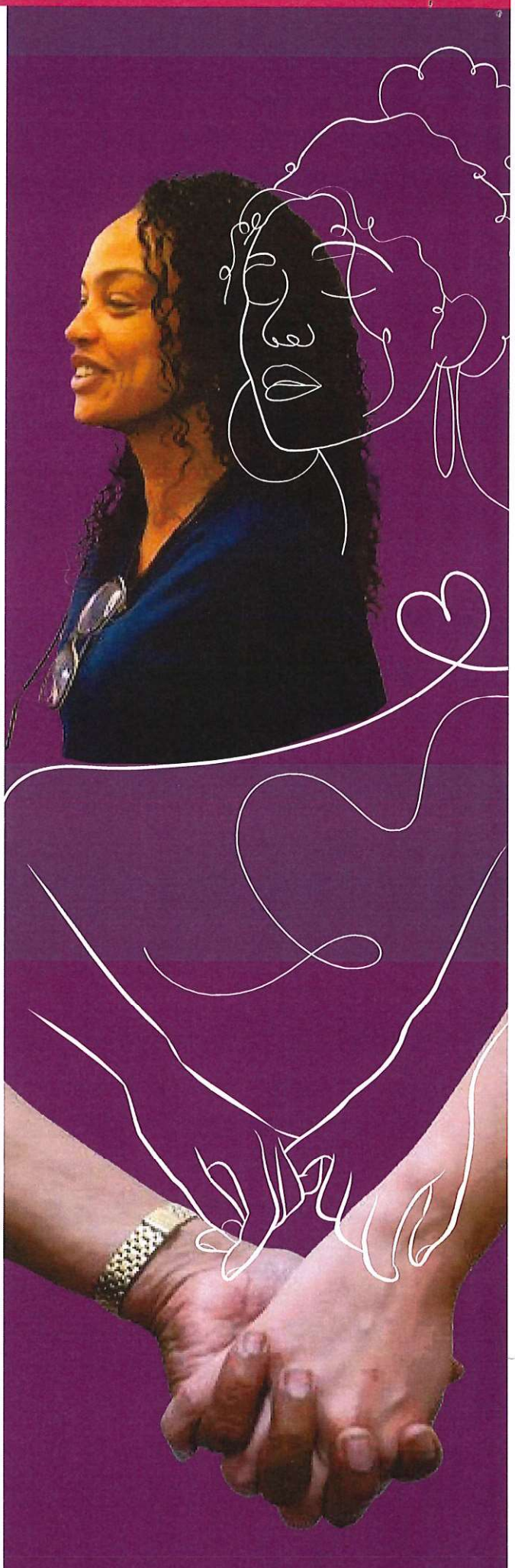
- We celebrate diversity in our team and acknowledge the richness it brings to our work
- We actively create an inclusive atmosphere where every staff member feels valued

Respect and Dignity

- We treat each other with respect and dignity
- We acknowledge the inherent worth and importance of every individual within our organisation

Integrity and Transparency

- We act with integrity and transparency
- We uphold the highest ethical standards in all our interactions



OUR SERVICES

Our Impact in Numbers

In the past year, Together Women has made a powerful impact on women across the North of England, with 691 more women accessing our support than the previous year. The 40% increase in demand for our services highlights the urgent need for continued investment in gender-specific, trauma-informed services for women at risk or involved in the criminal justice system.

2439

women engaged with our services

19,364

events delivered to support women and girls

- 121 work assessments
- group work
- advocacy

91% of women we worked with maintained sustained engagement towards achieving positive outcomes

2439 women accessing our services presented multiple needs. Our holistic approach enabled us to support women to achieve

4124

positive outcomes

Our criminal justice referrals increased by **8%** compared to the previous year.

4 months was the average length women engaged with our services with **79%** achieving their desired outcomes.

83%

of the women we worked with this year were involved with the criminal justice system

)ur centres and services ıave enabled women to achieve amazing outcomes this year. Vomen's support needs remain diverse and omplex, the chart below show the pathways we ıave supported women with during the year.

Accommodation

Managing Emotions

Domestic Abuse

Education, Training and Employment

Family, Parenting and Relationships

Finance, Benefit and Debt

Mental Health

Peer to Peer

Physical Health and Wellbeing

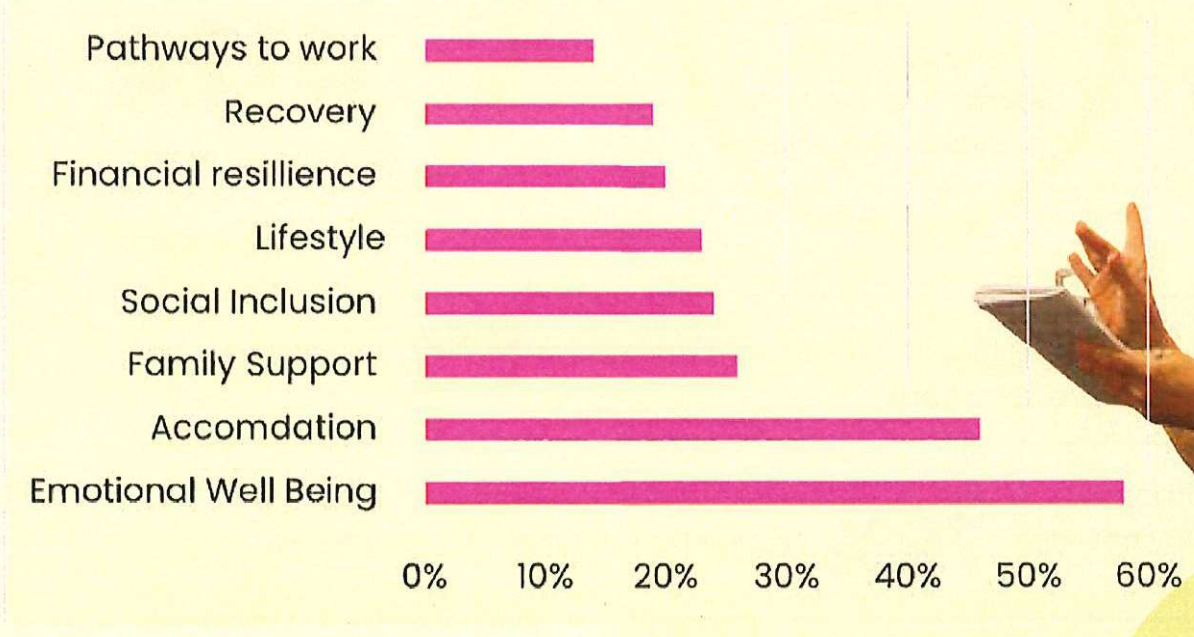
Sexual Violence and Exploitation

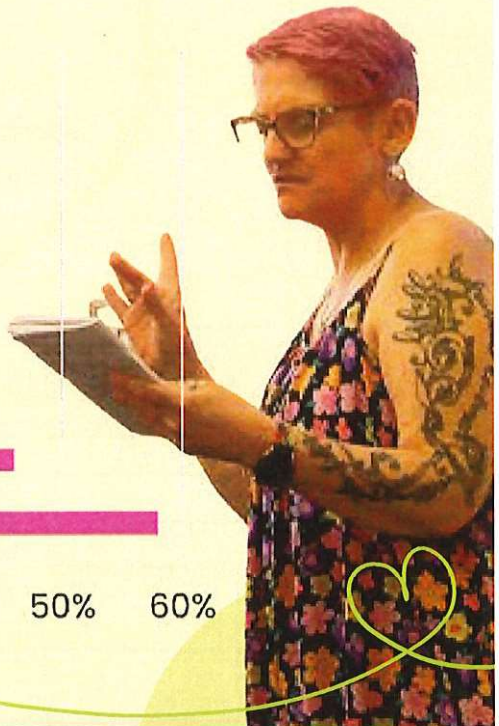
Substance Misuse Support and Recovery

14

specialist projects an services delivered

A BREAKDOWN OF NEEDS WE HAVE SUPPORTED WOMEN WITH THIS YEAR





Increased demand for our services

Demand for our services remains high and we have seen a noticeable increase in the complexity of support needs and levels of trauma women are presenting with. Our Community Rehabilitation Service (CRS) contract commissioned by His Majesty's Prison and Probation Service (HMPPS) remains our largest contract in income and number of referrals, and we are regularly exceeding the target number of referrals within the contract. At HMP New Hall this year, 585 women were referred to our Violence Against Women and Girls Keyworker for assessment and we provided 1448 counselling sessions, showing the high levels of trauma-informed support women in the criminal justice system require.

Our smaller projects and activities also stayed in demand, allowing more women to be supported. This includes Project 6 Recovery, VRU Employment, Training and Education in Sheffield, and activities across all our sites like Breakfast Club, Knit and Natter, Pampering Events, and drop-ins with partners such as Legal Advice, Sexual Health Clinics, Substance Misuse Support, and Women's Aid.

"I am very happy because when I was on probation I was worried about how I would be treated. After being referred to Together Women and completing the courses, I feel much more confident and I have met very positive people. This has made me change for the better. I am so glad I was referred to this service. The support given has changed my life"

OUR SERVICE HIGHLIGHTS THIS YEAR

We retained our key service contracts and secured £205,724 in new income for 2023/2024. We successfully retendered our flagship women's centre at HMP New Hall, the first and only of its kind in a women's prison, where we provide vital trauma-informed support and counselling, including specialised help for domestic and sexual abuse survivors, from arrival to release. This year **we supported 585 women during their early days in custody at HMP New Hall, with an amazing 2,500 sessions of support including 1448 counselling sessions**. This evidences the high levels of trauma-informed support women in the criminal justice system require.

Feedback for our Independent Domestic Violence Advocate (IDVA) in HMP New Hall

"I have a variety of issues that need addressing, both personal and legal. I'm told I'm quite a complex character, which I can't deny. I had a very positive and productive meeting with my IDVA today - I don't usually open up easily - especially with those in authority, but she is very personable, knowledgeable and laid back - funny too, I would like to thank her for cheering me up and restoring my faith in 'the system' as, until today, I was beginning to lose hope."

Ministry of Justice research shows women in prison are

5x

more likely to have mental health difficulties compared to women in the general UK population.

3/4

of women in prison are survivors and victims of domestic abuse and sexual violence.

EARLY INTERVENTION AND DIVERSION

This year, we launched our pilot Early Intervention and Diversion Service, funded by the Ministry of Justice's Innovation Fund. Operating in Leeds, Hull, Bradford, and Sheffield, this initiative was designed to divert women from further involvement with the criminal justice system by providing immediate access to support services. Our specialist keyworkers are embedded within police stations and courts, ensuring that women receive trauma-informed interventions at critical points, reducing harm and offering alternatives to prosecution.

In its first year, the service supported 126 women referred from police and custody settings, guiding them 'through our doors' and into choice-based support. Through building strong partnerships with courts, police, and local agencies, we have created a pathway that not only diverts women from reoffending but also addresses the root causes of their contact with the justice system. The impact has been profound, with many women taking steps towards stability and safety, proving the importance of early intervention in breaking the cycle of harm.

THERESA'S STORY...

Theresa* was referred to Together Women through the Early Intervention and Diversion Service, and with the support of her keyworker, completed our Women's Risk Needs Assessment (WRNA), where she shared her experience of severe mental health challenges as a result of being assaulted by her father when she was 13 years old, and being dismissed by her family members as an attention seeker. Through one to one, trauma-informed support, Theresa's keyworker showed her Together Women was a safe space to help her heal and recover from her experiences, Theresa joined our five week SPACE group course (Supporting Parents and Children Emotionally), and accessed sexual abuse counselling through a referral to Support After Rape and Sexual Violence Leeds (SARSVL). Whilst accessing our support Theresa rediscovered her love for painting and created artwork for display at the centre. She also regained her confidence and went on to secure herself a volunteering position, and after six months was offered a permanent job. Theresa now also plans to return to Together Women to support other women by running creative art-based workshops.

Name has been changed for the privacy and safety of the woman.

EMPOWER TO EMPLOY

In our second year delivering the Empower to Employ programme in Leeds, we secured a continued partnership with the Department of Work and Pensions to sustain this life-changing programme. Empower to Employ is designed to help survivors of domestic abuse rebuild their confidence, resilience, and independence, creating pathways into education, training, and employment. This year, **50 women have reclaimed control of their lives**, beginning their journey to freedom through a strengths-based approach.

Through **245 one-to-one employability support sessions, 120 holistic support activities, and 32 group sessions,** we've not only provided practical tools but also fostered personal growth and self-belief. 12 women were referred to additional services at Together Women, and 10 have already made the successful leap into employment—powerful proof of the women's strength, our team's dedication, and the profound impact of this programme.

RHIANNON'S STORY...

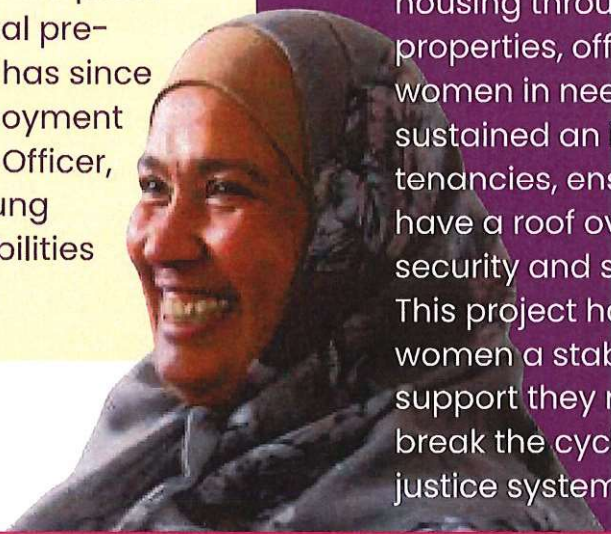
Rhiannon* was initially referred to Together Women from the probation service. She worked hard to engage with her rehabilitation, whilst working in the hospitality sector, and with her income supplemented by Universal Credit. As her support with our Criminal Justice Keyworker came to an end, we made a referral into our Empower to Employ programme where she expressed her ambition to work for the NHS. As a result, Rhiannon went on to secure a place on a NHS Teaching Hospital pre-employment course, and has since been able to secure employment as a Community Support Officer, where she is teaching young people with learning disabilities catering skills.

*Name has been changed for the privacy and safety of the woman.

SOMEWHERE SAFE TO LIVE

Securing an extension for the 'Somewhere Safe to Live' project, in partnership with the Ministry of Housing, Communities and Local Government, and Leeds City Council has been a significant milestone for us. Homelessness remains one of the most pressing and often hidden challenges for women in the Criminal Justice System, with many facing insecure, unsafe housing, or no housing at all. Without access to stable accommodation, these women are at greater risk of reoffending, exploitation, and harm.

Since the start of this project in January 2022, we have provided safe, secure housing through a portfolio of 14 properties, offering vital tenancies to women in need. This year alone, we sustained an incredible 2,787 days of tenancies, ensuring that women not only have a roof over their heads but also the security and support to rebuild their lives. This project has been a lifeline, offering women a stable foundation to access the support they need to move forward and break the cycle of homelessness and justice system involvement.



SMALLWOOD TRUST

175 women supported to reestablish their lives

Through our collaboration with Smallwood Trust we have helped women become more financially stable and relieve hardship for themselves and their families. We have provided grants to women and families fleeing domestic abuse, women in recovery from drug or alcohol dependency, and women getting back on their feet and into employment after prison. Some of the things we've been able to cover:

- Clearing rent arrears to prevent women becoming homeless
- Purchasing basic kitchen items
- Purchasing laptops to support access to training courses and pathways to employment
- Clothing for women leaving prison
- Paying unexpected bills so women can avoid being tipped into financial crisis
- Paying deposits to secure a private and safe tenancy
- Purchasing TVs for women who are in drug and alcohol recovery

The power of the Smallwood Trust grant has meant we can react quickly to immediate needs and sometimes turn around purchases within the same day.

CHARLOTTE'S STORY...

Charlotte* spent eight years in prison and was determined to start over, but she left with nothing and had to overcome many challenges to get back on her feet. With support from her Together Women keyworker, she found somewhere to live, and then started looking for work. Through a grant from Smallwood Trust, we supported Charlotte to access training and develop skills she required to get a new job.

> My keyworker helped me get some basic furniture when I left prison after serving eight years. I left with nothing and had to start again. Eventually I got the chance of a job but needed to sit some exams. The nearest organisation who delivered the training was miles away and out of my grasp. My keyworker suggested an online course and applied to Smallwood Trust for a laptop, which was approved. This was a massive step forward for me and gave my confidence a huge boost.

*Name has been changed for the privacy and safety o the woman.

OUR PARTNERSHIPS

Collaboration is at the heart of our approach, and we have strengthened our partnerships through co-location with statutory and other key organisations. This commitment allows us to offer holistic support to women by providing space in our Women's Centres for Probation Service staff, Department of Work and Pensions, substance misuse and health providers, education and employment services, and domestic and sexual abuse support. Together, we deliver support that meets women's diverse needs in a safe, welcoming environment. Additionally, we continue to enhance our work with 5 key commissioned partners whose staff we host within our centres and hubs.

SHELTER

124 **women with highly complex accommodation needs were referred for support** through the co-location of a specialist Accommodation Advisor. Stable housing is critical for women to feel in control of their lives.

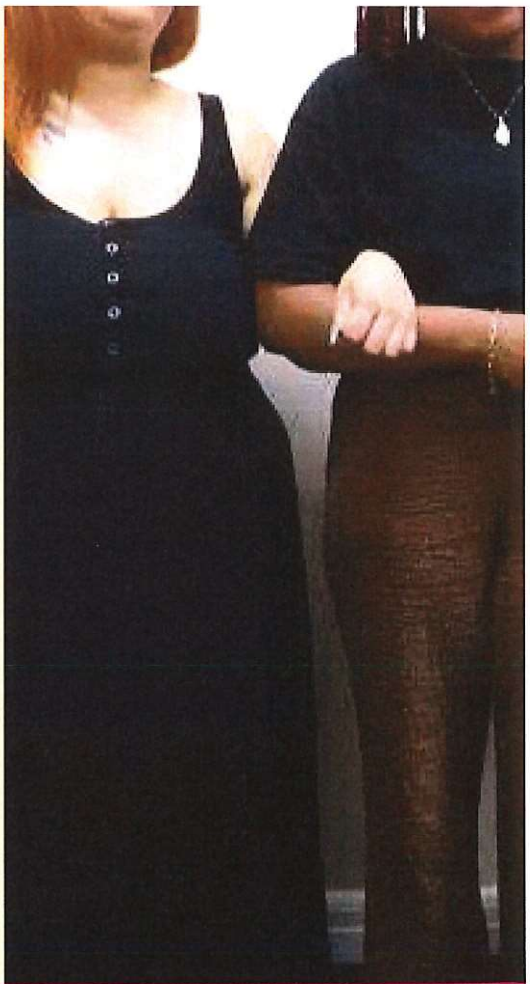
> I promise I won't mess this up, I'll keep my head down, I can't sleep on the streets again. Thank you so much for all the support.

SARAH'S STORY...

Sarah* has experienced a great deal in her life, living with an addiction to heroin and crack, sex-working, abusive relationships and street homelessness. Sarah was referred to Together Women by probation after being caught shoplifting and receiving a community order, along with a need for accommodation support.

Together Women provided Sarah with essential supplies of food and clothing and supported her to engage with homeless outreach, sex-working support and addiction recovery. We referred Sarah to our specialist Shelter Accommodation Advisor, who advocated for her when the local council showed initial resistance to finding her accommodation due to her leaving her home voluntarily to escape domestic abuse. The advisor advocated for Sarah at various multi-agency meetings, and arranged a new assessment which led to an offer of immediate temporary accommodation and a commitment to secure Sarah a permanent home.

*Name changed for the privacy and safety of the woman.



THE KHIDMAT CENTRE

80 **women received specialist culturally competent support from our Muslim Women Specialist Keyworker.** This role ensures we are delivering inclusive services and are reaching a diverse range of women and communities who feel safe and understood.

TOUCHSTONE

Specialist training and support delivered for Together Women keyworkers to enable a dedicated service to women with complex mental health needs. This ensures we have the necessary expertise to support women in overcoming trauma and adverse experiences.

LINCOLNSHIRE ACTION TRUST

92 **women living in geographically isolated and remote locations** referred and supported across Humberside through our partnership, reaching women who have no local support services they can access.

SARSVL

99 **specialist sexual abuse support counselling sessions delivered** to support women to cope and heal from their experiences of sexual abuse.

ST GILES

9 **new peer mentors with lived experience of the criminal justice system trained to deliver peer to peer social inclusion support within our Women's Centres.** This brings the voice of lived experience to the heart of what we do, provides work experience to support women in securing employment, and enables the power of learning from shared experiences.

SHELTER St Giles YORKSHIRE LINCOLNSHIRE action trust SERVING THE COMMUNITY KHIDMAT CENTRES EQUALITY • DIVERSITY • RESPECT Support After Rape & Sexual Violence Leeds TOUCHSTONE

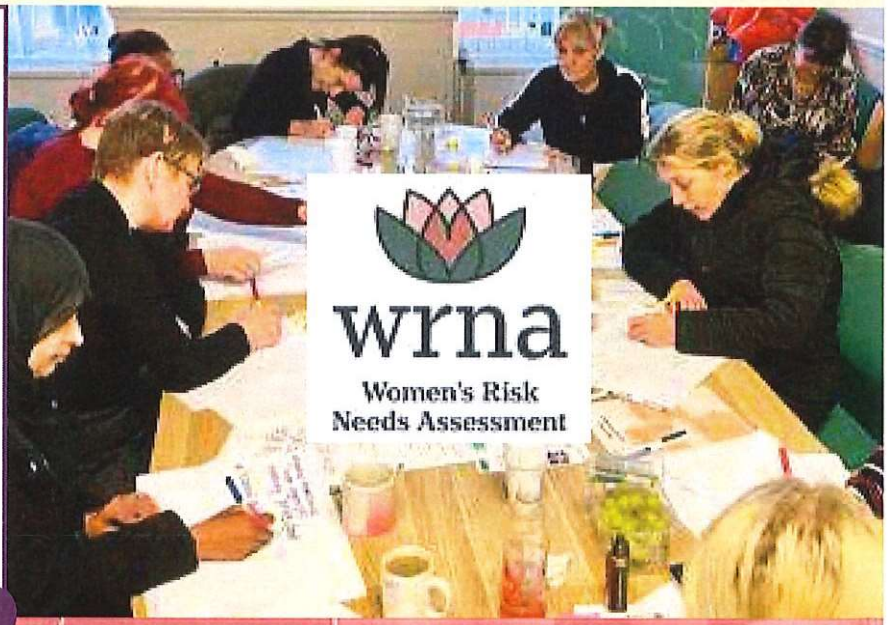
THE EFFECTIVE WOMEN'S CENTRE PARTNERSHIP

2023 saw the launch of The Effective Women's Centre Partnership (EWCP), our 3-year, sector-wide collaboration with 7 other women's organisations and the University of Birmingham, funded by JABBS Foundation. This project aims to evidence the gender-specific reasons women enter the criminal justice system, the effectiveness of Women's Centres in reducing women's offending and reoffending, and secure long-term sustainable funding for Women's Centres. Initial analysis is showing gender-specific support interventions reduce offending by 42%, compared to a non-gender specific approach.

The EWCP have funded a Project Manager to lead this work and two Data Analysts, this project team have worked closely with frontline staff to transition to a new Women's Risk Needs Assessment tool (WRNA). The WRNA will replace our existing assessment and is key to the project, the WRNA supports women to understand their offending behaviour risks, as well as their strengths. By utilising the WRNA across the partnership, we are building a robust pool of data and evidence base. More widely, the project team have been leading the transformation of our data infrastructure, process, culture and impact reporting.

Core to the EWCP project has been the involvement and centring of women's voices. We have delivered a rolling programme of service-user focus groups, gathering feedback on the WRNA assessment tool and understanding what changes women with lived experience of the criminal justice system want to see.

> If only all women are lucky enough to get a judge like I did, that would see there is no benefit to prison...the system in general needs an overhaul and needs to be catered to each women's needs, rather than as a group...they shouldn't view every person with the same eyes, not every person is the same.



The Effective Women's Centres Partnership

Ensuring women have the chance to thrive.

SERVICE USER INVOLVEMENT

Women and girls are the reason we exist and are at the centre of our work, their life experiences shape what we do and the services we deliver.

"This has been really beneficial to me as I struggled in social situations, especially with people I didn't know. This has empowered me to go past my comfort zone."

Women's Champion, HMP New Hall

HMP NEW HALL WOMEN'S CHAMPIONS

Our keyworker in HMP New Hall supports the Women's Champions, a peer to peer support group inside the prison. The Champions offer support to other residents to navigate their time in prison and run monthly drop-in clinics. The Women's Champions have created a monthly newsletter, with poems, songs and images, updates on Together Women services, and other prison information. The Champions support women at the monthly Resettlement Market, an event for women leaving prison, helping them to access professional advice and find out what support is available when they return to the community.

Centre Focus Groups

Our rolling programme of service user focus groups have enabled us to gather vital insight on the systemic change women want to see within the criminal justice system and the development of a standard keyworker model. The groups have also enabled co-production opportunities, reviewing key documents and ensuring clear, accessible language.

National Women's Justice Coalition

Through our ongoing membership of the National Women's Justice Coalition and hosting the NWJC Strategic Director within our staff team, we supported the launch of the NWJC's National Voice & Advisory Panel (NVAP). 8 women with lived experience of the criminal justice system who share a passion to drive systemic change and improve outcomes for women and girls in contact with the criminal justice system. NVAP members meet regularly to inform the NWJC's strategic influencing, campaigning and messaging work.

WOMEN'S CREATIVE VOICES

Creative expression is fundamental to Together Women's work, and we create safe spaces where women use their creativity to build confidence, heal from past experiences, learn about themselves, and feel part of a community. This year we have seen crochet, dancing, poetry, creative writing, painting, reading, self-defence, candle-making, and more.

STRONG WOMEN BY SHARON BENSON

We are all strong women, genuine and true,
Don't let anyone ever talk down to you.
If people treat you mean
Keep yourself together.
Don't lose your self-esteem, not ever.

Don't let people grind your strength
They really do not matter.
Go ahead with your plans and dreams
Do not let them shatter.

We are talented women, with so much more to give,
Never doubt yourself and truly start to live.
Just light the flame and sparkle,
Don't run away and hide.
Live your life with a purpose and
Be you, with lots of pride.

Own your right to be here and watch your spirits soar.
You can only do your very best,
You don't need to give anymore.

Just wanted to share my friends, to show I really care,
We are wonderful women, and we'll show them all out there.

We are unique, we stand out from the rest.
We are all magnificent and we only deserve the best.

So go out and conquer and if people don't like us, then who gives a toss.
If they don't want to know us, it's only their loss.

Sharon performed this poem at our Leeds Women's Centre as part of our International Women's Day celebrations.

OUR STAFF AND VOLUNTEERS

Together Women is not possible without the incredible work and dedication of our staff and volunteers, and we are incredibly grateful for everything they do every day to support women and girls. With new contracts commencing and increased service demand, our staff levels grew from 51 to 69, with 64 Together Women employees and 5 sub-contracted staff. Our staff team are supported by 6 volunteers, 9 peer mentors and 12 student counsellor volunteers.

INVESTMENT IN STAFF

After careful consideration, the Board approved a 5% salary increase for all staff effective from the start of the financial year. This decision was made to enhance employee wellbeing and support staff to keep up with the cost of living. It is also an investment in our incredible team who continue to make Together Women thrive.

We have introduced several initiatives this year, as part of our ongoing commitment to staff:

- Launch of a new online training platform *iHasco*
- Improved new starter induction process
- Roll out of Naloxone training
- Trauma-informed training for managers
- Increased investment into management and leadership training
- Five additional staff members trained as Independent Domestic Violence Advocates

In August, staff took part in a Health and Wellbeing survey and we have implemented some of the key learnings:

- Clinical supervision for frontline staff to support reflective, trauma-informed practice
- Team wellbeing days to support self-care
- Launch of a regular HR newsletter for staff
- Annual Away Day for staff and volunteers
- A new digital HR system launched

VOLUNTEERS

Volunteers are at the heart of Together Women, from volunteer student counsellors, to St. Giles peer support mentors and centre volunteers. Many volunteers bring their own lived experience of the criminal justice system or have overcome challenges in their lives, which brings enormous value to the services we provide.

"The support I have received has been brilliant....including with court, both criminal and family. I'm currently training to become a Level 3 Peer Mentor and support women based on my own life experiences. Best of all, I now have a four-year-old little girl and life is so good. I couldn't have done any of it without Together Women."

Trainee Peer Mentor, Hull

Feeling like you are making a difference in each woman's life and offering them the support they have probably not had before.

Centre Volunteer, Leeds

In Hull, our volunteer Kelly is a key team member, answering phones, welcoming women at reception and preparing refreshments; Kelly also runs various activities to promote confidence, connection and creativity at the centre, such as book clubs, craft sessions and coffee mornings.

In Leeds, volunteers are at the heart of our activity, Barbara has been volunteering to run our breakfast club for 16 years, whilst also supporting women at our domestic abuse suppor groups. Gail joined five years ago as a volunteer, and has since completed a peer mentoring qualification, bringing her experience of criminal justice to he volunteer role at the centre.

In Sheffield, volunteers have been supporting the running of our weekly women's Wellbeing Café, which promotes positive physical and mental health through various skills-building, creative activities, and discussions.

"Together Women has built my confidence, skills and knowledge and has been extremely rewarding. Witnessing the women's resilience and remarkable improvements to their self-esteem, skills and social connections has been truly inspiring. Volunteering with Together Women has been a transformative experience, and I have enjoyed every second!"

Hannah,
Sheffield Volunteer

SALMA'S STORY...

Our incredible volunteer in Bradford, Salma experienced physical abuse in her childhood and was prevented from attending school regularly. This continued into her late teens until an incident which left Salma hospitalised. The police introduced Salma to our Bradford Women's Centre, where she was welcomed with compassion by our team and was supported to access counselling and secure accommodation.

Despite being very nervous, with support from her keyworker, Salma began to attend our Knit and Natter group. Although at first she found it impossible to speak, over time her confidence and strength grew. Salma is now our most frequent volunteer at our Bradford centre and leads our Knit and Natter group. Through her experience she supports other women to feel safe and confident.

Together Women Project
8 Jun · 🌐

A few of our incredible volunteers in Sheffield attended the weekly wellbeing café on Monday and received a thank you card and certificate in honour of #VolunteersWeek2024 .

They also told us a little about themselves, the work they do, and the reasons they decided to volunteer for Together Women.

To all our volunteers - your dedication and support is always recognised and appreciated. Thank you!

#ThankYouVolunteers #VolunteersWeek #Charity #WomensCentre

Our incredible volunteer student counsellors provided over

1,200 hours

of counselling for women.

ORGANISATIONAL DEVELOPMENT

This year we further strengthened our infrastructure and continued to drive transformative change. Last year we identified several initiatives to shape our journey ahead, and positive progress has been made towards these.

LEADERSHIP, MANAGEMENT AND GOVERNANCE

Strengthened senior leadership team we recruited a Chief Financial Officer, Director of Services and Director of Development to increase the number of accountable senior leaders supporting our Chief Executive Officer and Board of Trustees and support leadership stability as the reach and impact of our services expands.

Strengthened management team we introduced Senior Keyworker and Deputy Manager roles to enhance operational management, increase the number of roles with line management responsibility, and develop a clear progression structure.

Strategic development we worked with our Board of Trustees, staff and service users to develop our Theory of Change and our new strategy, refining our mission and purpose and outlining 5 key strategic priorities.

Governance focus increased senior management capacity enabled a renewed focus on policy and procedures to support a robust governance structure. A drive on trustee recruitment enhanced and diversified the skills and experience of our Board of Trustees.

DATA, INSIGHT AND IMPACT

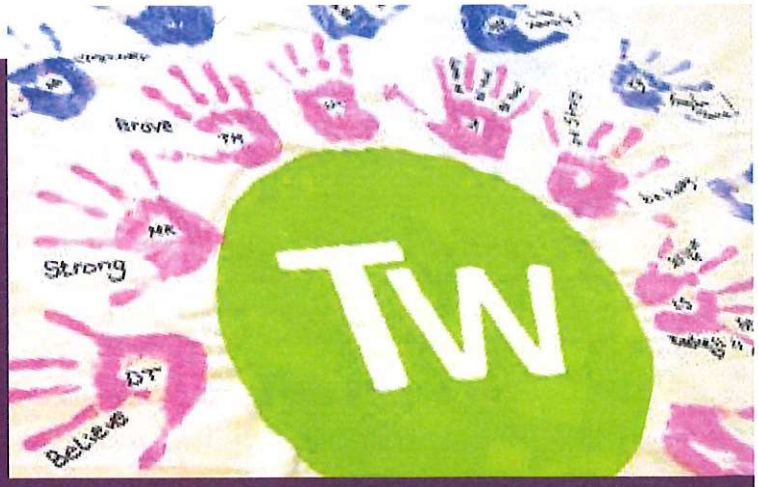
Progress to enhance our data-driven culture moved forward significantly this year:

- Two new data roles created and recruited, a Senior Data Analyst and Data Analyst.
- Data Protection and GDPR training launched on our online training platform.
- Enhancement to procedures to support robust data input and reporting accuracy.
- Embedding the new WRNA assessment tool and digitising our processes.
- Increasing staff awareness of how data can improve outcomes for women.

EQUITY, DIVERSITY AND INCLUSION

We are committed to fostering a culture of welcome, anti-oppression, anti-racism, and trauma responsiveness, which is characterised by shared power among our staff, volunteers and women with lived experience of the criminal justice system. This year we continued to progress our work on Equity, Diversity and Inclusion with some key initiatives:

- **Anti-racism training** undertaken by our management team with plans to cascade across the organisation in 2024/25.
- **Staff EDI working group** was established and began to progress key workstreams.
- **Our Ethical Framework** our staff working group developed a new set of values and guiding behaviours and work began to embed across all facets of our work.
- **Introduction of additional leave day for religious holiday** to create more equity for staff who observe religious festivals not recognised as a national public holiday.
- **Analysis of diversity metrics across our services** diversity metrics of our service users being used to inform decisions on how, where and what services we deliver.
- **Discrimination and grievance policies updated** anti-discrimination policies and procedures were signed off, including grievance mechanisms to ensure staff and service users can report discrimination safely and confidentially.
- **Identified language barriers** we identified that translation services can be a barrier, and translation tools do not foster inclusivity. In Wakefield and Bradford, we are working with local communities to develop a translation volunteering programme.
- **Increased support for neurodivergent staff and service users** increased neurodiversity training for staff, introduced sensory rooms within centres, and incorporated group activities utilising a variety of methods for different learning and engagement styles.



OUR FUTURE PLANS

Our 2024 strategy was signed off by our Board of Trustees at the end of 2023, and sets out five strategic objectives to focus our work over the next year:

1. Service Delivery: We will deliver high quality, trauma-informed services, led by and for women.

2. People and Practice: We will ensure a diverse and inclusive organisation where everyone feels safe and supported.

3. Data and Impact: We will evidence our impact by measurement and embed a robust, data-driven culture.

4. Changing Systems: We will be a leader of system change, locally and nationally, for women impacted by criminal justice.

5. Funding: We will diversify our income streams to establish long-term, sustainable funding.

We will focus on key activities to achieve the change we want to create:

FOR WOMEN AND GIRLS

Support women and girls in custody and community on a range of issues through:

- 1 to 1 casework
- Group work
- Drop ins
- Outreach
- Mentoring and advocacy
- Counselling
- Referrals and signposting
- Approaches which are trauma-informed, gender-specific, and holistic alternatives to custody

FOR SOCIETY

- Raise awareness of injustices by centering women's stories and amplifying their voices
- Promote alternatives to custody
- Collaborate and share resources with strategic partners

FINANCIAL OVERVIEW

The Trustees present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Together Women Project Yorkshire and Humberside for the year ended 31 March 2024. The Trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommend Practice(SORP) "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).

GOVERNING DOCUMENT AND OBJECTIVES

Together Women is a charitable company limited by guarantee and is governed by its Memorandum and Articles of Association, which were incorporated in 2009. The charity was registered as a charity in 2009.

The vision of Together Women is to create a society where women, particularly those who have offended or are at risk of offending, can live fulfilling lives free from poverty, sickness, and distress.

The objects of the charity for the public benefit in 2023/24 are:

- **Relief and Support:** To relieve poverty and sickness among women in need, hardship, and distress, particularly those who have offended or are at risk of offending, through educational and training programs.
- **Education and Training:** To advance the education and skills of women who are at risk of offending or reoffending, providing them with the tools and support needed to improve their lives and reduce the likelihood of future offenses.
- **Prevention of Offending:** To divert women from the criminal justice system at the earliest opportunity, reduce reoffending, and encourage positive behavioural change.
- **Family Preservation:** To reduce the number of custodial sentences imposed on women by the courts and to prevent the breakdown of families as a result of offending.

The Trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to the guidance published by the Charity Commission on public benefit. In particular, the Trustees consider how planned activities contribute to the achievement of the charity's objectives, ensuring that the charity's work aligns with its mission to support women in need and at risk.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Trustees are appointed based on their skills, experience, and their ability to contribute to Together Women's charitable objectives. During the year, two Trustees retired and stood down from their roles. In response, the Board agreed to undertake an open recruitment process to strengthen its composition. This recruitment was informed by an annual skills analysis, which identified key areas where additional expertise was needed, particularly in finance and policies. The Board advertised these vacancies widely and actively sought to attract candidates who could enhance the Board's diversity and effectiveness. This ongoing recruitment effort has been successful, with new Trustees expected to join in the following financial year.

New Trustees are provided with Together Women's Memorandum and Articles of Association, strategic plan, quarterly management accounts, and other relevant reports. They also have access to all organizational policies and are encouraged to discuss any queries with the Chair. The Board is actively involved in the recruitment of senior leadership team members, ensuring that appointments align with the strategic direction and values of the charity.

The Board is responsible for the overall strategic direction and development of the organization, including the review of the organizational risk register, which is a key component of the charity's governance. Trustees also oversee the strategic plan, monitor performance against objectives, approve the annual budget, manage reserves, and develop policies and procedures. Additionally, they play a crucial role in recruiting senior staff and addressing other personnel matters as needed.

In 2023/24, the Board of Trustees met quarterly and was supported by a Finance sub-committee. This sub-committee reviews all financial matters in detail ahead of the full Board meetings, providing an additional layer of governance and ensuring that the charity's finances are managed prudently.

The Board also held a full away day, offering an opportunity for deeper strategic discussions and team-building among Trustees and senior staff. This event was instrumental in aligning the Board's vision with the charity's operational plans for the coming year.

ORGANISATIONAL STRUCTURE

Following a review of the organisational structure, Together Women has strengthened its Senior Management Team (SMT) by welcoming new roles, including a Finance and HR Director, a Director of Development, and a Director of Services. These roles have been established to enhance the operational and strategic capabilities of the charity, ensuring that Together Women continues to effectively meet its charitable objectives.

The management and delivery of services to achieve the charity's goals are delegated by the Trustees to the Chief Executive Officer (CEO) and the SMT. The SMT is responsible for overseeing the day-to-day operations, ensuring that services are delivered in line with the charity's mission and funder requirements.

All salaries for SMT members and other senior roles are set by the CEO in close consultation with the Finance Committee, particularly for senior roles. The CEO's salary is determined by the Board of Trustees. Together Women does not offer annual salary increments. However, in recognition of the cost of living and inflation, the Board approved a 5% salary increase for all staff, which has raised baseline salaries across the organisation.

Together Women values diversity and inclusion, and this is reflected in our recruitment and selection processes, which are designed to be fair and transparent. We are committed to ensuring that our workforce is representative of the communities we serve. As a result, Together Women is well represented at all levels within the organization, from front-line staff to the Senior Management Team.

Together Women also enjoys strong partnerships with a range of organisations and is actively involved in several working groups to further its charitable objectives. These partnerships are integral to the charity's ability to deliver high-quality services and achieve its mission of supporting women in need.

DELIVERING PUBLIC BENEFIT

Together Women positively impacts the lives of women and their families by supporting them through challenging circumstances, including diverting women from the criminal justice system (CJS) Our services contribute to increasing the safety and well-being of women, young women, and children who are supported by our programs. We aim to improve the quality of life for those we support by addressing underlying issues, such as domestic abuse, and providing comprehensive trauma informed support.

RISK MANAGEMENT

The Board of Trustees at Together Women maintains a proactive approach to risk management by conducting regular reviews of the major risks facing the charity. An organisational risk register, which is reviewed biannually at Board meetings, serves as the primary tool for identifying and addressing potential risks. This register is overseen by Finance Trustee sub-committee, focusing on key areas such as finance, governance, and service delivery.

To mitigate risks, the charity has implemented stringent financial controls, including robust authorisation procedures for transactions and projects. Health and safety protocols are firmly in place to protect staff, clients, and visitors. Additionally, safeguarding procedures are regularly reviewed to ensure they meet the highest standards and continue to support the charity's operational integrity.

The Board also oversees the 5-year strategic business plan for 2023/26, which includes strategies for diversifying funding sources and expanding activities. This plan is reviewed and updated annually, ensuring that Together Women can adapt to new challenges and continue to meet its objectives effectively.

FINANCIAL OVERVIEW

Together Women has had a positive and stable year in terms of funding, with most of our key contracts continuing as expected. This stability has enabled us to focus on delivering and expanding our services, rather than facing the pressures of securing new funding sources. The core cost grants from the Ministry of Justice (MoJ) have played a significant role in strengthening our infrastructure and enhancing our operational capacity, allowing us to continue meeting the needs of the women we support effectively.

Strategic improvements to our financial systems, policies, and procedures have further strengthened the charity's position, enabling us to capitalize on opportunities that arose during 2023/24. These enhancements have allowed us to expand our services and support our mission more robustly.

FINANCIAL REVIEW

The Trustees consider the financial performance of the charity during 2023/24 to have been strong. The annual income for the year was £3,253,852, compared to £2,288,188 in 2022/23, resulting in a 42.2% increase. The annual expenditure was £2,845,118, leading to an overall surplus of £408,734, which compares favourably to the surplus of £158,356 recorded in the previous year. This increase in income has been driven by new grants and contracts from both statutory and independent funders, which have been instrumental in supporting the charity through economic challenges and enabling the provision of new services and programs. The corresponding increase in expenditure reflects our commitment to expanding our services and reaching more women in need.

At the close of the financial year on 31 March 2024, total funds stood at £1,417,888, with unrestricted funds at £1,043,411 and restricted funds at £374,477. The growth in unrestricted reserves of £255,708 aligns with our strategic priority to bolster these reserves over the next three years, as outlined in Together Women's Reserves Policy. Cash balances at the year-end were £1,374,496, underscoring the charity's strong financial health and capacity to continue its work effectively.

RESERVES POLICY

The Board of Trustees reviewed Together Women's Reserves Policy in response to the charity's primary risks and the current funding environment. It was agreed that unrestricted funds should be equivalent to up to six months of staff and running and activities costs for all projects.

In 2023/24, Together Women continued to expand its services and income, necessitating a strong level of unrestricted reserves to meet the charity's working capital needs and support further development.

Total reserves: £1,417,888
Restricted reserves: £374,477
Designated reserves: £858,923
Unrestricted reserves: £184,488

The Board is confident that Together Women can continue its current activities with the existing reserves, which are carefully managed to ensure the charity's sustainability and ability to meet future challenges.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

Registered Office: 13 Park Square East, Leeds, LS1 2LF
Registered Charity Number: 1128892
Company Limited by Guarantee Number: 6814757

Auditors:

Azets Audit Services
Carlton House, Grammar School Street, Bradford, BD1 4NS
www.azets.co.uk
T: +44 1274 733184
E: Alison.Whalley@azets.co.uk

Solicitors:

Whitaker Firth Solicitors
1 Manor Row, Bradford, West Yorkshire, BD1 4PB
Tel: 01274 381900
Fax: 01274 392848
Email: info@chadlaw.co.uk

Trustees

Perminderjeet Banwait

Linda Christine Baines

Alexandria Bradley - Vice Chair

Rebecca Chaloner (Appointed 9th August 2024)

Jennifer Coleman

Janice Colley

Rachel Davis

Zafarine Iqbal

Alison Lowe

Rosie McKnight

Rachel Richmond (Resigned 4th January 2024)

Natalie Rutter (Appointed 25th April 2023)

Chloe Wilson (Appointed 8th August 2024)

Claire Vilarrubi - Chair

Secretary

Rokaiya Khan

Management Team

Jo Collins - WRNA Project Manager

Cheryl James - Chief Finance Officer

Rokaiya Khan - Chief Executive Officer

Ally Martin - Chief Operating Officer (Resigned 8th September 2023)

Emma Tomlinson - Director of Services (Appointed 8 January 2024)

Lizzi Wagner - Director of Development (Appointed 5 February 2024)

Mariam Yate - Director of Services

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law and Charity law require the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

During the year Azets Audit Services Limited, trading as Azets Audit Services were appointed as auditors following their acquisition of Naylor Wintersgill Limited, on 1 May 2023. In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put to a General Meeting.

Disclosure of Information to Auditor

In so far as the trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees report was approved by the board of trustees.

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Claire Vilarrubi, Chair

4/11/24

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Together Women Projects (Yorkshire and Humberside) (the 'Charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees
As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report
This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Whalley (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

4/11/24

Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

Azets Audit Services is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT *FOR THE YEAR ENDED 31 MARCH 2024*

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	155,445	-	155,445	40,099	-	40,099
Charitable activities	4	2,271,776	821,438	3,093,214	1,864,626	378,752	2,243,378
Other trading activities	5	3,532	-	3,532	4,711	-	4,711
Investments	6	1,661	-	1,661	-	-	-
Total income		2,432,414	821,438	3,253,852	1,909,436	378,752	2,288,188
Expenditure on:							
Charitable activities	7	2,166,556	678,562	2,845,118	1,900,159	229,673	2,129,832
Net incoming resources before transfers		265,858	142,876	408,734	9,277	149,079	158,356
Gross transfers between funds		(10,150)	10,150	-	(2,602)	2,602	-
Net income for the year/ Net movement in funds		255,708	153,026	408,734	6,675	151,681	158,356
Fund balances at 1 April 2023		787,703	221,451	1,009,154	781,028	69,770	850,798
Fund balances at 31 March 2024		1,043,411	374,477	1,417,888	787,703	221,451	1,009,154

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	12		34,789		22,746
Current assets					
Debtors	13	364,472		339,547	
Cash at bank and in hand		1,374,496		803,150	
		1,738,968		1,142,697	
Creditors: amounts falling due within one year	14	(355,869)		(156,289)	
Net current assets			1,383,099		986,408
Total assets less current liabilities			1,417,888		1,009,154
Income funds					
Restricted funds	16		374,477		221,451
Unrestricted funds					
Designated funds	17	858,923		649,646	
General unrestricted funds		184,488		138,058	
			1,043,411		787,703
			1,417,888		1,009,154

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The director acknowledges her responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 4/11/24

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Claire Vilarrubi
Trustee

Company registration number 06814757

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	22		609,383		83,032
Investing activities					
Purchase of tangible fixed assets		(39,699)		(17,255)	
Investment income received		1,661		-	
Net cash used in investing activities			(38,038)		(17,255)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			571,345		65,777
Cash and cash equivalents at beginning of year			803,151		737,374
Cash and cash equivalents at end of year			1,374,496		803,151

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information
Together Women Projects (Yorkshire and Humberside) is a private company limited by guarantee incorporated in England and Wales. The registered office is 13 Park Square East, Leeds, LS1 2LF.

1.1 Accounting convention
The financial statements have been prepared in accordance with the Charity's memorandum and articles of association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern
At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds
Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives. Unrestricted funds earmarked for particular purposes by the trustees are designated as separate funds. The designation has an administrative purpose only, and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income
Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from charitable activities is recognised on an accruals basis. Grants and other income are recognised in the year in which entitlement exists and the amount can be measured with reasonable certainty and measurability. The value of services provided by volunteers has not been included in these accounts.

Investment income related to bank interest is recognised on a receivable basis.

Income is deferred when the provider specifies that the grant or donation must only be used in future accounting periods

1 Accounting policies **(Continued)**

1.5 Expenditure
Expenditure Is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any VAT on costs. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource. The majority of overheads have been apportioned on the basis of headcount because that is the main driver of costs it the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs, separately identified, are those costs that relate to meeting the strategic constitutional and statutory requirements of the charity as opposed to the costs of day to day management or charitable activities

1.6 Tangible fixed assets
Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	Straight line over the term of the lease
Computers	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments
The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

1 Accounting policies (Continued)

1.10 Employee benefits
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Leases Rentals
payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.12 Pensions
Costs The company operates a defined contribution pension scheme, the assets of which are held separately from those of the company in an independently administered fund. Contributions payable for the year are charged in the statement of financial activities.

2 Critical accounting estimates and judgements
In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Donations and gifts	155,445	40,099
Donations and gifts		
Donations	5,445	7,441
Ministry of Justice	150,000	24,658
Other	-	8,000
	155,445	40,099

4 Charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Charitable activities	2,271,776	821,438	3,093,214	1,864,626	378,752	2,243,378
Analysis by fund						
Unrestricted funds	2,271,776	-	2,271,776	1,864,626	-	1,864,626
Restricted funds		821,438	821,438		378,752	378,752
	1,864,626	378,752	3,093,214	1,864,626	378,752	2,243,378

4 **Charitable activities** (Continued)

Charitable activites	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023
Big Lottery Women and Girls (VIBE)	-	-	-	-	26,375	26,375
Bridlington Bright Futures	5,319	-	5,319	3,311		3,311
CCC Domestic Abuse		64,671	64,671	-	-	-
DWP Flexible Support Fund Leeds	8,837	-	8,837	47,025	-	47,025
DWP Flexible Support Funds Hull	13,724	-	13,724	20,253	-	20,253
Equality & Fairness Sheffield	-	10,000	10,000	-	10,000	10,000
HMP New Hall Counselling		63,020	63,020	61,354	-	61,354
HMP New Hall Key Worker Post		48,530	48,530	35,826	-	35,826
Health Inequalities Grant	-	5,008	5,008	-	-	-
NWJC Dev Manager Admin	-	41,688	41,688		51,870	51,870
JABBS WRNA Evidence Womens Centre	-	258,333	258,333	-	94,930	94,930
Kickstart Programme	-	-	-	-	1,011	1,011
Liaison and Diversion	71,393	-	71,393	67,992	-	67,992
Mentoring and Advocacy (NHS England HMPPS)	416,514	-	416,514	391,742	-	391,742
WYCA ISVA HMP New Hall		32,361	32,361	-	43,112	43,112
WYCA IDVA Bradford	40,776	-	40,776	27,184	-	27,184
MoJ Women's Contract Humberside	473,527	-	473,527	327,105	-	327,105
MoJ Women's Contract South Yorkshire	185,622	-	185,622	115,027	-	115,027
MoJ Women's Contract West Yorkshire	933,556	-	933,556	644,610	-	644,610
National Coalition Network	8,219	-	8,219	8,000	-	8,000
PCC Escape the Trap	-	12,860	12,860	-	-	-
Project 6	-	35,700	35,700	-	-	-
Smallwood Trust Community Grant	-	25,000	25,000	-	33,300	33,300
Smallwood Trust (Barclays Life Skills)	-	20,925	20,925	-	-	-
Somewhere Safe to Live LCC	113,659	-	113,659	113,517	-	113,517
Student Placements	630	-	630	1,680	-	1,680
Social Prescribing	-	-	-	-	8,291	8,291
Stage	-	30,539	30,539	-	40,943	40,943
Tampon Tax - Creating Community Connections	-	-	-	-	51,338	51,338
WLL - Empowering Systems Change	-	24,476	24,476	-	17,581	17,581
Women's Early Intervention Fund		148,327	148,327	-	-	-
	2,271,777	821,438	3,093,214	1,864,626	378,751	2,243,377

5 Other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other Trading activities	3,632	4,711

6 Investments

	Unrestricted funds 2024 £	Total 2023 £
Interest receivable	1,661	-

7 Charitable activities

	Charitable activities 2024	Total 2024	Charitable activities 2023	Total 2023
	£	£	£	£
Staff costs	1,744,245	1,744,245	1,266,188	1,266,188
Depreciation	18,245	18,245	5,716	5,716
Training and Recruitment	44,537	44,537	26,085	26,085
Travel	32,144	32,144	26,623	26,623
Customer Costs - grant funded	49,481	49,481	47,058	47,058
Premises Costs	231,374	231,374	133,378	133,378
Communication costs	22,920	22,920	6,772	6,772
Office costs	145,364	145,364	63,522	63,522
Insurance	15,022	15,022	10,563	10,563
Legal and professional	750	750	4,419	4,419
Accountancy	-	-	3,360	3,360
Consultancy	-	-	10,599	10,599
Project payments to partner organisations	221,589	221,589	216,077	216,077
Counselling & Supervision	22,740	22,740	18,696	18,696
	2,548,411	2,548,411	1,839,056	1,839,056
Share of support costs (see note 8)	292,077	292,077	286,432	286,434
Share of governance costs (see note 8)	4,630	4,630	4,342	4,342
	2,129,832	2,845,118	1,948,314	2,129,832
Analysis by fund				
Unrestricted funds	2,844,830	2,166,556	1,948,314	1,900,159
Restricted funds	-	678,562	-	229,673
	2,844,830	2,845,118	1,948,314	2,129,832

8 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	173,306	-	173,306	68,206	-	68,206
Depreciation	9,411	-	9,411	15,756	-	15,756
Training	27,657	-	27,657	10,383	-	10,383
Travel	9,904	-	9,904	10,074	-	10,074
Premises costs	37,526	-	37,526	65,419	-	65,419
Communication costs	3,265	-	3,265	40,776	-	40,776
Office costs	17,015	-	17,015	27,245	-	27,245
Insurance	742	-	742	1,906	-	1,906
Legal and Professional	249	-	249	3,284	-	3,284
Accountancy	8,862	-	8,862	31,385	-	31,385
Consultancy	4,140	-	4,140	12,000	-	12,000
Audit fees	-	4,620	4,620	-	4,200	4,200
Trustees' expenses	-	10	10	-	142	142
	292,077	4,630	296,707	286,434	4,342	290,776
Analysed between						
Charitable activities	292,077	4,630	296,707	286,434	4,342	290,776

Governance costs includes payments to the auditors of £4,620 (2023- £4,200) for audit fees.

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or expenses from the Charity during the current or prior year.

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	63	53

Employment costs	2024 £	2023 £
Wages and salaries	1,917,551	1,334,394

10 Employees (Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
	1	1

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Freehold land and buildings	Computers	Total
	£	£	£
Cost			
At 1 April 2023	24,408	102,826	127,234
Additions	-	39,699	39,699
Disposals	-	(12,341)	(12,341)
At 31 March 2024	24,408	130,184	154,592
Depreciation and impairment			
At 1 April 2023	24,408	80,081	104,489
Depreciation charged in the year	-	26,590	26,590
Eliminated in respect of disposals	-	(11,276)	(11,276)
At 31 March 2024	24,408	95,395	119,803
Carrying amount			
At 31 March 2024	-	34,789	34,789
At 31 March 2023	-	22,745	22,745

13 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	270,535	284,202
Other debtors	40,849	14,608
Prepayments	53,088	40,735
	364,472	339,545

14 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Deferred income	15	238,717	28,417
Other creditors		93,093	102,459
Accruals		24,059	25,411
		355,869	156,287

15 Deferred income

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	238,717	28,417
Movements in the year:		
Deferred income at 1 April 2023	28,417	19,865
Released from previous periods	(28,417)	(19,865)
Resources deferred in the year	238,717	28,417
Deferred income at 31 March 2024	238,717	28,417

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£	£	£
Big Lottery - Women & Girls (VIBE)	27,956	26,375	(35,392)	-	18,939	-	-	-	18,939
Big Lottery - Women's Lives Leeds (WLL)	-	17,581	(12,345)	-	5,236	24,476	(25,264)	-	4,448
Comic Relief Restore	14,736	-	-	-	14,736	-	-	-	14,736
Equality & Fairness - Sheffield	-	10,000	(7,745)	-	2,255	10,000	(10,000)	-	2,255
Health Inequalities Grant	-	-	-	-	-	5,008	(1,094)	-	3,914
Kickstart Programme	-	1,011	(1,011)	-	-	-	-	-	-
WYCA ISVA HMP New Hall	-	43,112	(39,311)	-	3,801	32,361	(34,776)	(1,386)	-
Smallwood Trust Community Partners Hull	4,841	33,300	(17,757)	-	20,384	25,000	(18,139)	-	27,245
Smallwood Trust (Barclays Life Skill)	19,831	-	-	-	19,831	20,925	(15,239)	-	25,517
Social Prescribing	2,406	8,291	(6,428)	-	4,269	-	-	-	4,269
PCC Escape the Trap	-	-	-	-	-	12,860	(12,137)	-	723
Stage	-	40,943	(43,545)	2,602	-	30,540	(35,569)	5,029	-
Tampon Tax - Creating Community Connections	-	51,338	(50,299)	-	1,039	-	-	-	1,039
JABBS Foundation (Trust Impact)	-	33,660	(10,500)	-	-	-	-	-	-
NWJC Development Manager Admin	-	18,210	(495)	-	40,875	41,687	(57,493)	-	25,069
JABBS WRNA Evidence Womens Centre	-	94,930	(4,844)	-	90,086	258,332	(151,457)	-	196,961
Project 6		-	-	-	-	35,700	(20,430)	-	15,270
CC Domestic Abuse		-	-	-	-	64,671	(59,638)	-	5,033
Women's Early Intervention Fund		-	-	-	-	148,327	(124,391)	-	23,936
HMP New Hall Counselling	-	-	-	-	-	63,020	(69,527)	6,507	-
HMP New Hall Key Worker Post	-	-	-	-	-	48,530	(43,406)	-	5,124
	69,770	378,751	(229,672)	2,602	221,451	821,437	(678,560)	10,150	374,477

Details of the activities of the restricted projects is explained within the Trustees' Report.

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2022	Transfers	Balance at 1 April 2023	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Fixed asset fund	26,964	(4,218)	22,745	12,044	34,789
Contingency fund	179,400	45,600	225,000	45,234	270,234
New role of COO - consultancy support for bedding in new role	14,500	(14,500)	-	-	-
Development and review of finance functions including new finance manager support	22,000	(22,000)	-	-	-
Mobilisation contingency of new premises	56,500	15,900	72,400	95,000	167,400
Development of new training materials and Social media	45,500	4,500	50,000	-	50,000
Operating Leases - premises	84,500	15,500	100,000	-	100,000
Redundancy costs	110,000	25,000	135,000	7,000	142,000
Sinking Fund	24,500	-	24,500	-	24,500
Consultancy for New Office Premises	-	20,000	20,000	-	20,000
Maintenance & Emergency Repair				10,000	10,000
Research & Evaluation				40,000	40,000
	563,864	85,782	649,645	209,278	858,923

18 Funds

	Balance at 1 April 2022	Incoming resources	Resources Expanded	Transfers	Balance at 1 April 2023	Incoming resources	Resources Expanded	Transfers	Balance at 31 March 2024
Restricted Funds	69,770	378,752	(229,673)	2,602	221,451	821,438	(678,562)	10,150	374,477
Designated Funds	563,864	-	-	85,782	649,646	-	-	209,278	858,924
General Funds	217,164	1,909,436	(1,900,159)	(88,384)	138,057	2,432,414	(2,166,556)	(219,428)	184,487
	850,798	2,288,188	2,129,832	-	1,009,154	3,253,852	2,845,118	-	1,417,888

19 Analysis of net assets between funds

	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2024 are represented by:								
Tangible assets	-	34,789	-	34,789	-	22,745	-	22,745
Current assets/(liabilities)	184,487	824,135	374,477	1,383,099	138,058	626,900	221,451	986,409
	184,487	858,924	374,477	1,417,888	138,058	649,645	221,451	1,009,154

20 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	128,224	81,248
Between two and five years	165,900	87,167
	294,124	168,415

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024	2023
	£	£
Aggregate compensation	241,982	127,020

22 Cash generated from operations

	2024	2023
	£	£
Surplus for the year	408,733	158,357
Adjustments for:		
Investment income recognised in statement of financial activities	(1,661)	-
Loss on disposal of tangible fixed assets	3,209	716
Depreciation and impairment of tangible fixed assets	24,447	20,756
Movements in working capital:		
(Increase) in debtors	(24,927)	(131,023)
(Decrease)/increase in creditors	(10,718)	25,674
Increase in deferred income	210,300	8,552
Cash generated from operations	609,383	83,032

23 Analysis of changes in net funds

The Charity had no debt during the year.

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

England & Wales - Charity number 1128892

Accounts

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Company registration number 06814757 (England and Wales)

Charity registration number 1128892

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Alison Lowe	
	Alexandria Bradley	
	Claire Vilarrubi	
	Janice Colley	
	Jennifer Coleman	
	Rachel Richmond	
	Rokaiya Khan	
	Linda Christine Baines	(Appointed 26 April 2022)
	Perminderjeet Banwait	(Appointed 30 May 2022)
	Rachel Davis	(Appointed 26 April 2022)
	Zafarine Iqbal	(Appointed 1 June 2022)
	Rosie McKnight	(Appointed 26 April 2022)
Secretary	Rokaiya Khan	
Charity number	1128892	
Company number	06814757	
Chief Executive Officer	Rokaiya Khan	
Management Team		
	Kaalen Holliday	Centre Manager (appointed 1 February 2023)
	Francesca Fedele	Centre Manager
	Jillian Gledhill	Centre Manager
	Jo Collins	West Yorkshire Area Manager
	Mariam Yate	West Yorkshire Area Manager (appointed 1 February 2023)
	Emilia Bjerke	Manager HMP Newhall (appointed 7 August 2023)
	Tracy Hunt	Deputy Manager (appointed 21 July 2023)
	Phoebe Curtis	Deputy Manager (appointed 1 September 2023)
	Hylie Baxter	Manager (appointed 1 August 2023)
	Chantelle Mapuranga	MAS Service Manager
	Shona Watkinson	Centre Manager
	Sarah Mollis	Manager HMP Newhall
	Ally Martin	Chief Operating Officer (appointed 6 March 2023)
	Cheryl James	Finance Manager (appointed 6 March 2023)
Registered office	13 Park Square East	
	Leeds	
	LS1 2LF	

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

LEGAL AND ADMINISTRATIVE INFORMATION

Auditor	Azets Audit Services Carlton House Grammar School Street Bradford BD1 4NS
Bankers	Unity Trust Bank Plc Nine Brindleyplace 4 Oozells Square Birmingham B1 2HB
Solictors	Whitaker Firth 1 Manor Row Bradford BD1 4PB

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: 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)" (effective 1 January 2019).

Objectives and activities

The objects of the charity are to educate and train and relieve poverty and sickness amongst persons in condition of need, hardship and distress, particularly women who have offended or are at risk of offending by such charitable means as the Trustees may from time to time determine.

Purpose and Aims

Together Women (TW) provides comprehensive trauma-informed support to women and girls affected by the criminal justice system (CJS). Our primary focus is understanding and addressing the unique needs of women facing challenging circumstances.

At TW, our vision is to foster positive transformations within communities by actively supporting women. Our mission is to deliver choice-based support that breaks the cycle of adversity many women face. We aim to reduce reliance on custodial interventions and instead promote community-based solutions by equipping women with essential tools, enabling them to thrive and take control of their lives.

Through specialised gender-sensitive support, TW is committed to making a lasting difference in the lives of women and girls. We actively advocate for their rights and well-being, providing necessary resources to overcome challenges and achieve personal growth.

Our integrated range of services supports women and girls in taking control of their life journeys. We believe in the power of choice and autonomy, allowing women to shape their paths towards positive outcomes. Our services encompass advocacy, personal growth, addressing challenges related to domestic and sexual violence, securing safe housing, promoting mental and physical well-being, nurturing parenting skills, and providing guidance on substance use.

Through our trauma-informed approach, we create safe spaces where women can explore their options, develop new skills, and access resources. We focus on understanding and addressing the impacts of past experiences while uplifting and valuing women's resilience.

By nurturing partnerships and continuously seeking innovative approaches, we ensure our support remains responsive and tailored to the evolving needs and aspirations of the women we have the privilege to support.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

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Thank You!

We would like to take a moment to express our heartfelt gratitude and pay tribute to the remarkable Liz Bavidge, who served as the Chair of the Board for an extraordinary ten years. It is with deep sadness that we acknowledge her passing in January 2023. Liz's unwavering commitment and tireless efforts in leading Together Women have left an indelible mark on the organisation.

After a decade of dedicated service as the Chair, Liz made the difficult decision to step down from her role in September 2022. Throughout her tenure, Liz's visionary leadership, wisdom, and unwavering dedication propelled Together Women forward, supporting countless women and shaping the trajectory of our organisation.

This annual report stands as a powerful testament to Liz's influential legacy. Her guidance and strategic direction have played a pivotal role in the achievements we have celebrated during this reporting period. Liz's vision, passion, and unwavering belief in the mission of Together Women have been instrumental in our growth, impact, and continued success.

We are forever grateful for the invaluable contributions she made to Together Women, and her legacy will continue to inspire and guide us as we strive to create positive change in the lives of women in need.

We are delighted to introduce our new Chair, Claire Vilarrubi, who assumed the position in September 2022. Claire brings with her a wealth of experience and a deep commitment to advancing the mission of Together Women. Her strong leadership skills, strategic acumen, and passion for giving women choice and power will undoubtedly guide us on our journey towards greater impact and positive change.

Additionally, we are thrilled to welcome Dr. Alexandria Bradley as our Vice Chair. Dr. Bradley's expertise in Trauma Informed Practices and her dedication to promoting equality and justice make her an asset to our Board of Trustees.

Together, Claire Vilarrubi as our Chair and Dr. Alexandria Bradley as our Vice Chair, along with the rest of our esteemed Board of Trustees, provide invaluable guidance, expertise, and leadership to ensure the effective governance and strategic direction of our organisation. We are confident that under their stewardship, Together Women will continue to make a profound difference in the lives of the women we serve and the communities we impact.

As we reflect on the past year's accomplishments and challenges, we extend our sincere appreciation to our dedicated Trustees for their invaluable contributions to the growth and success of Together Women.

A Word from the Chair of the Board of Trustees' - Claire Vilaruubi

It’s been my honour to become Chair of the Board for Together Women during this year. Taking on this role, I am acutely aware of the tremendous and positive impact our previous Chair, Liz Bavidge, has had on this organisation. Having been privileged to work alongside Liz for several years, I am personally grateful for her endless support and guidance. She was a truly inspirational leader who never wavered in her commitment to empower women. She will be forever missed but I intend to honour her memory by continuing her legacy in our work at Together Women.

The support provided by Together Women is as needed now as it was when the organisation was first established in 2009. It’s pioneering approach, underpinned by core values of safety, respect and inclusion is evident throughout the organisation and makes a difference to so many women’s lives.

I am grateful to everyone at Together Women for their commitment and tireless dedication. Their commitment to building positive relationships through connection, understanding and care is the lifeblood of the organisation and gives the women we serve the safety and security they deserve. Equally, my thanks go to the Together Women Board for their time, skills, and expertise. I am truly grateful to work alongside such a wonderful set of talented, strong women.

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CEO Reflections - Rokaiya Khan

As I reflect upon the past year, we find ourselves grappling with a different set of challenges than those posed by the COVID-19 pandemic. The rising cost of living crisis has taken its toll on women, disproportionately impacting their lives and wellbeing.

The escalating cost of essential resources and the deepening levels of poverty and inequality have created an even more arduous path for those we support. Many women have found themselves without secure housing or access to vital necessities, exacerbating their vulnerability. It is with sadness that we acknowledge the increase in self-harm incidents and the tragic loss of women's lives to suicide and overdoses.

Amidst these adversities, our commitment to our vision of ending the harm of imprisonment has remained unwavering. Collaborating with other women's centres, we have tirelessly advocated for a transformative and holistic approach to social justice that addresses the underlying causes of women's involvement in offending.

Our leadership has played a pivotal role in ensuring that women's specialists services are at the core of the newly renationalised Probation Service. By mobilizing our collective expertise, we have expanded our areas of delivery to include Bridlington, Beverley, Goole, and three additional districts in West Yorkshire. Moreover, we take pride in the opening of our new women's centres in Halifax and Huddersfield, a testament to our relentless pursuit of a better future for all women.

In addition to the remarkable feat of acquiring, mobilising, and implementing new contracts, we've also encountered challenges in staff retention and recruitment within our sector. The demands placed on our team have been immense, impacting their workloads, resilience, and mental well-being. To address these challenges and reinforce our commitment to our dedicated staff, we've undertaken a comprehensive staff pay review. As a result, we have increased all salaries by 5%, not only to retain our valuable team members but also to remain competitive in the market and attract new talent. This investment underscores our dedication to supporting our staff and maintaining our position as a top employer in our field.

In the past year, the National Women's Justice Coalition, initiated by the 'founding five' partners in September 2021, has made significant strides in its mission. Together Women (TW) has proudly maintained its pivotal role as a leading partner within this coalition. Notably, the coalition has expanded its efforts by introducing four new impactful work streams. TW continues to play a vital role in managing the development manager position on behalf of the coalition, further solidifying our commitment to driving positive change and collaboration within the sector.

Our commitment to enhancing TW's infrastructure has continued to yield positive results. Building upon our significant investment last year, we've further harnessed the power of SharePoint and continued to develop our Intranet platform. This strategic move has led to a significant improvement in our communication processes, streamlining operations, and enabling more effective interaction across all our centres and locations.

Our achievements would not be impossible without the drive, determination and passion of our staff, trustees, volunteers, and the women we work with. We have really appreciated the openness and contributions of our staff team (especially women with direct experience of racism, other forms of discrimination, and direct involvement in the criminal justice system) in working towards ensuring that we remain a trauma-responsive, anti-oppressive and anti-racist organisation in all elements of our work.

As we reflect on the challenges overcome and the impact made, our determination remains steadfast. While the circumstances have changed, our commitment to empowering women to reclaim control of their lives remains resolute. Together, we will continue to champion their rights, address systemic inequalities, and foster a society where every woman can thrive and flourish, unimpeded by the hardships they face.

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What We Achieved

West Yorkshire

Contract information: Number of women supported per contract April 2022 – March 2023

Contract	Number of women supported	Period (months)
MoJ Women's Services Contract	1297	12
DWP Empower to Employ	19	9
Somewhere Safe to Live	9	12
Liaison and Diversion	165	12
STAGE	29	12
Smallwood Trust	137 (645 sessions delivered)	12
Total number of women accessing services in West Yorkshire	**1644**	**12**

We've excelled in delivering positive results under the MoJ West Yorkshire Women's Services contract, maintaining strong performance. We achieved 95% of SL01 and 91% of SL02 targets.

This year, we noticed an increase in women with undiagnosed neurodiversity and learning disabilities. Some of our probation women displayed disruptive behaviour during group sessions and struggled with traditional teaching methods. To address this, we've made improvements. We've introduced breaks every 30 minutes to enhance focus and redesigned our content. Our sessions now feature diverse elements like games, videos, written tasks, and speaking activities.

We initially thought about creating separate content for SEND courses, but we realised true inclusion involves designing for everyone. So, we've made our session content inclusive for neurodivergent women and those with learning disabilities. This approach has created a more comfortable and engaged environment. These changes have significantly improved the experience, reduced frustration and increasing participation.

Recognising that many service users face reading and writing challenges, we've introduced alternative methods of expression. Mood boards now enable them to convey emotions and aspirations creatively. This process guides them in storytelling and expressing feelings, including naming traumas and their effects. Our interventions are no longer solely text-based; we've incorporated worksheets, drawing tasks, videos, discussions, and games. In fact, we collaborated with them to design the intervention games.

These changes have fostered an inclusive and effective environment that better serves the diverse needs of the women we support.

In Leeds, we worked with 95 women referred to us by L&D, with 34 of them benefiting from our support through the conditional caution scheme. Additionally, four women received support through the Outcome 22 project, designed for those who encounter West Yorkshire Police due to shoplifting incidents. In Bradford, we extended our support to 70 women, of whom 32 were supported via the conditional caution scheme.

The most common reasons for these women's involvement with the criminal justice system were shoplifting, violence against individuals, and public disorder. Their predominant issues upon referral related to mental health, domestic abuse, and financial benefits and debts.

It's important to note that the number of women we supported through this contract decreased this year, primarily due to a decline in the use of conditional cautions by West Yorkshire Police as an out-of-court disposal measure.

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LEEDS

WOMEN'S LIVES LEEDS

We remain a strong partner in the Women and Girls' Alliance Leeds (W&GAL), part of the Women's Lives Leeds National Lottery funded programme. TW continues to line manage and host the W&GAL Development Manager, giving us a particularly important role in shaping the work. This year, our focus was on developing the Women Speak group, an influence group comprising women with lived experience, to feed directly into the work of the Alliance and ensure that their voices are always centred.

EMPOWER TO EMPLOY LEEDS

Our partnership with the DWP continued, as we supported women **to build confidence and self-belief,** and to **develop employability skills**. This involved d**eveloping practical skills** such as CV writing, interview techniques and job searches, digital skills; referrals for training opportunities; support into employment; support with finance benefits and debts; volunteering opportunities; and support to access health services.

The Empower to Employ project was completed in December 2022, as funding was only for one year. Throughout 2022, 9 women were supported into work, 6 into vocational training courses and 4 into volunteering.

Quote from Leeds service user:
"Without these sessions I wouldn't be where I am today, it has helped get a small piece of myself back that I never thought I would" – KB.

"These are fabulous stories of how this provision is turning lives around, I have had nothing but good feedback from my customers. Well done Together Women and thank you 😊" – AJ Job Centre Work Coach.

SOMEWHERE SAFE TO LIVE

We conducted housing assessments for 39 women residing in temporary emergency accommodations. As a result, nine of them successfully transitioned into independent tenancies, with ongoing specialised life skills support to ensure tenancy sustainability.

This year marked a positive milestone as two women secured longer-term council tenancies. However, there were also challenges, as two women voluntarily surrendered their tenancy rights. In response to these surrenders, two women were rehoused within the Somewhere Safe to Live (SSTL) portfolio.

Furthermore, one woman transitioned to an SSTL tenancy from Somewhere Safe to Stay (SSTS) in late May 2023 and has been recently housed. Sadly, we also experienced the tragic loss of two women due to suspected drug overdoses.

Recognising the ongoing need for such vital services, the SSTL contract has been recommissioned for an additional year, with the aim of facilitating 15 tenancies. This extension is essential to address the scarcity of suitable housing in Leeds, providing a pathway for women stuck in temporary emergency accommodation to secure stable housing options.

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BRADFORD

IDVA (INDEPENDENT DOMESTIC VIOLENCE ADVOCATE)

Our Independent Domestic Violence Advocate (IDVA) project in Bradford, funded by the WYCA and initiated in February 2023, has proven highly impactful. To date, we've received 23 referrals, with an impressive engagement rate of 22 women accessing domestic abuse support services.

These referrals have arrived through various channels, including partner organisations, early help initiatives, social prescribing, The Bridge (MARAC service), Bradford Social Care, Children's Mental Health Trust, and Staying Put. Furthermore, we've had multiple self-referrals from women themselves.

Our comprehensive interventions encompass one-on-one emotional and practical support, as well as access to personal development groups. These empowering groups cover a range of topics, including Healthy Relationships, self-esteem and confidence building, and women's wellness.

SMALLWOOD TRUST

Thanks to funding from the Smallwood Trust, we successfully implemented personal development modules designed to empower women by equipping them with essential, practical life skills. In Bradford alone, we conducted 96 productive sessions.

Among these, the self-confidence and well-being module, delivered in a group setting, garnered significant popularity. Additionally, the budgeting and debt modules, provided through one-on-one practical support, proved invaluable to our participants. Modules focusing on overcoming setbacks and enhancing problem-solving skills were also well-received, addressing critical needs.

User feedback vividly illustrates the profound impact of the Life Skills project. One participant shared her transformative experience:

"I was overwhelmed with debt when I left my partner, and I didn't know how to address it. I used to ignore the letters, pretending they weren't there, but it only made things worse. It was intimidating to face it all, but I'm so grateful I did. Now, my finances are in order, and I know what I'm paying. I no longer worry about debt collectors. I can begin rebuilding my credit score and work toward getting my own place."

This testimonial vividly highlights the positive, life-changing outcomes resulting from our Smallwood Trust-funded initiatives.

STAGE PROGRAMME

We provided crucial support to 29 women, enabling them to access services aimed at aiding their recovery from adverse childhood experiences related to child sexual exploitation. As part of the project, we successfully delivered toolkit training to two external organisations. Additionally, we conducted an informative 2-hour workshop on Honor-Based Abuse (HBA) for trainee prison officers participating in the National Unlocked Graduates Training programme.

Furthermore, within the STAGE partnership, we made significant contributions to the briefing papers. These papers highlight the knowledge we gained from our work with women, shedding light on the barriers they encounter when seeking healthcare and justice.

Quote from a Bradford service user:
'Oh my gosh, people have always said sometimes in life you will have an angel on earth that will help you in your time of need. I never really understood what that meant, but I truly believe you are my angel, and I will never know how to thank you for this help and how much it genuinely means to me.' — MW

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SHEFFIELD

Contract information: Number of women supported per contract April 2022 – March 2023.

Contract	Number of women/girls supported	Number of Sessions Completed	Number of resource downloads
MOJ Women's Services	251		
Smallwood Trust		435	
Vibe	20		177
Total number of women accessing services in Sheffield	**271**		

MoJ South Yorkshire Women's Services contract, - our dedication continued to shine throughout this year as we collaborated with Changing Lives to bring essential support to the community of Sheffield, where we received 353 referrals and subsequently provided support to 341 women.

In parallel with our commitment a further 264 women were supported through other referral channels as we continued to nurture the inspiring work of our Big Lottery-funded youth initiative, VIBE (Voice Influence Be Empowered).

During the Safeguarding Awareness Week, we engaged with 61 young women at Sheffield and Hillsborough Colleges. Furthermore, we forged a valuable partnership with Freedom Personal Safety, headquartered in Huddersfield, to educate the young women at In2Change about personal safety. Many of the young women had experienced sexual harassment on the streets and felt unsafe during their commutes, particularly in the extended dark evenings of winter. To address these concerns, we conducted two sessions across two consecutive weeks, each attended by eight young women.

In April 2022, our participation in the Yorkshire & the Humber Women & Girls Initiative event, organised by the National Lottery, showcased the achievements of our project, VIBE. Following our presentation, the demand for the free VIBE e-Toolkit on our website surged, resulting in a total of 177 downloads over the year.

We diligently promoted the VIBE e-Toolkit, fostering partnerships across Sheffield. Our summer activities programme delivered 121 coaching sessions to girls and young women aged 14-19 in collaboration with local youth organisations such as the Young Women Housing Association and In2Change. Moreover, In2Change introduced us to local schools to engage girls who are on Alternative Provision (AP), often disengaged from mainstream education and marginalised by the Criminal Justice System (CJS).

We cultivated a meaningful relationship with the Nacro Education Centre in Sheffield, one of England's largest independent training providers for 16–18-year-olds. Our presentation on the e-toolkit was warmly received. In collaboration with a Creativity and Performing Arts Coach, we devised a six-week programme drawing on tools from the VIBE Toolkit and exercises used by the coach in her creative coaching. This program was successfully piloted at Nacro, with a core group of approximately 10-12 young women attending our sessions on a weekly basis. Our VIBE Engagement Worker also conducted a live webinar on the POP campaign for The Corner, Sheffield's under-18s substance misuse service in July.

We conducted a comprehensive survey with young women and girls in the city to better understand their perspectives on 'feeling safe and heard in Sheffield.' Additionally, we developed and published a VIBE Coaching Handbook for service users who had 121 sessions with us. This handbook serves as a tool to help them track their progress and work toward their personal goals.

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In acknowledgment of our contributions, Sheffield City Council awarded us a £1,900 grant from the Covid Memorial Fund. We utilised this grant to facilitate the creation of a community artwork consisting of individual tiles now proudly displayed at the Sheffield centre. This collaborative work reflects the sentiments of women from across the city, who used the artwork to express their emotions regarding the pandemic, whether commemorating lost loved ones, transcending feelings of fear and isolation, or embracing hope for the future. We conducted eight creative workshops across diverse community locations and provided materials for women to create artwork at home if preferred. To celebrate the completion of this artwork, we hosted a special event for the contributing women.

In July 2022, we introduced a weekly Women's Wellbeing Café, attracting a consistent attendance of 6-10 women. This platform allowed us to engage with women on a wide array of topics, ranging from emotional wellbeing and sleep hygiene to understanding fear and sexual health.

Finally, we were honoured to be a pivotal contributor to the regional initiative, 'Whole System Approach: Women & Girls in or at risk of entering the CJS,' led by South Yorkshire Police and Crime Commissioner. This role positions us to influence the development of policies that profoundly impact women and girls in our community.

HULL

Contract information: Number of women supported per contract April 2022 – March 2023

Contract	Number of women supported	Period (months)
MOJ Women's Services	599	12
DWP Empower to Employ	141	5
PCC Bridlington Bright Futures	3	5
Total number of women accessing services in Hull	**743**	

MOJ WOMEN'S CONTRACT

The Humberside team demonstrated remarkable commitment in the delivery of the MoJ Women's Services Contract. We engaged with 599 women referred from probation, maintaining a consistent and efficient delivery model. Our performance metrics reflect our dedication with 97% and 98% success rate for SL01 and SL02, respectively.

Our services continued to span across Beverley, Goole, Scunthorpe, Lincolnshire, and Grimsby, upholding vital subcontracting partnerships with Lincolnshire Action Trust, Shelter, and St Giles Trust. Notably, our collaborations have flourished this year, especially with Lincolnshire Action Trust. Together, we have developed an outstanding support offering for women in Scunthorpe. Through co-location with various organisations, we have harnessed collective resources, resulting in exceptional outcomes for the women we serve. Furthermore, we solidified a new partnership with the local substance misuse charity, ReNew, leading to the establishment of a co-located substance misuse specialist who works with us five days a week. Additionally, we introduced a biweekly clinic led by a doctor to enhance our services further.

Our commitment to supporting domestic abuse survivors has seen significant reinforcement. We successfully secured funding to train four members of our team as Independent Domestic Violence Advocates (IDVAs). Consequently, we now proudly boast three fully qualified IDVAs within the Hull team, while the fourth IDVA has moved to West Yorkshire, sharing her expertise with the Leeds team.

In the fiscal year 2022-23, we made strides in making our services more accessible by introducing flexibility. This included the use of Smart TVs and telephone support as alternatives to face-to-face engagement, catering to women with various accessibility needs. These needs encompassed physical mobility issues, mental health conditions such as anxiety and agoraphobia, and neurodiversity. Recognising the societal barriers faced by women with mobility issues who struggled to access our women's centres, we adapted our service model. This shift enabled women to engage in one-on-one interventions over the phone or via video calls, allowing them to stay connected with our staff and make progress toward their goals.

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NEW HUB IN BRIDLINGTON

Developing our new hub in Bridlington has been our focus for the year and we worked with a variety of stakeholders to secure new accommodation that would allow us to develop our presence in the town. We were successful in securing funding from the Police and Crime Commissioner for Humberside to deliver therapeutic toolkits to the women. Recruiting the right person to work in Bridlington proved challenging and we are still working to establish a safe space to support women, but we are committed to bringing this much needed service into fruition to support women in Bridlington, a particularly deprived area.

CO-LOCATION PARTNERSHIPS

Our co-location partnerships have thrived this year. Humberside probation staff returned to our Hull centre post-Covid, offering women the option to meet their probation officer there. We've forged a remarkable partnership with Renew, a specialist substance misuse service, co-locating their worker at our Hull centre. This collaboration has been recognised as exemplary, inspiring other providers to follow suit. We've also introduced doctor-led clinics, enhancing our healthcare services. Our partnership with Lincolnshire Action Trust has strengthened further, providing an excellent array of resources for women in Scunthorpe, leading to outstanding outcomes.

PEER MENTORING SCHEME

Our Humberside peer mentoring initiative has been a source of inspiration. Women in the programme initially spend 10 weeks in a classroom but can then stay with our Hull women's centre indefinitely to continue their growth. This includes engagement in employability and life skills groups, centre support, and eventually mentoring other referred women. We personalise the programme, closely monitoring each woman's progress.

Of the first two cohorts, 18 women started, with six successfully transitioning to paid employment or self-employment. While launching, we secured additional funding to ensure programme accessibility, including for women completing probation orders. Initially, vetting process delays posed challenges for mentoring probation-referred women, but our mentors continued to develop skills by working with other service users. Peer mentors received comprehensive community-based training, boosting their confidence and aspirations.

Our approach evolved through a 'Test and Learn' process, recognising that success might not come immediately for all participants. We closely collaborated with probation officers, ensuring women were prepared for various responsibilities. In cases where potential bias was observed, we advocated on behalf of the women, driven by the program's excellent outcomes.

NEW HALL

Contract information: Number of women supported per contract April 2022 – March 2023.

Initiative	Measure	Year-end Total
ISVA	Women supported	163
IDVA	Women supported	263
Counselling	Sessions completed	1359
Counselling	Women supported	206
Community Connections	Women supported	286
VAWG	Receptions assessed	624
Total	**Women accessing services in New Hall (note – some women will access multiple services)**	**1524**

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Together Women New Hall maintains a valuable partnership with the Women's Estate Psychology Service (WEPS), jointly facilitating the HOPE group. This collaboration, in conjunction with our counselling service, offers vital support to women in the early stages of custody.

In August, we introduced crisis stabilisation sessions, providing intensive therapeutic support ranging from 1 to 4 sessions. This initiative has proven highly effective in equipping women with coping strategies. Recognizing its success, we expanded this therapy, employing a counsellor for an additional two days. This means women referred can access crisis stabilisation counselling on three days, particularly benefitting those on remand who may face immediate release.

In response to the Ministry of Justice's request, we're expanding our services to include support for women on remand and those unsentenced, comprising about a third of HMP New Hall's population. Together Women will be the sole provider, offering assistance with financial matters, debts, family and social inclusion, and accommodation, demonstrating our commitment to comprehensive support within the prison setting. We are awaiting confirmation of this new provision commencing.

In November 2022, Together Women hosted a standard HMIP Inspection. We are particularly proud of the outcome from the inspection and the result overall for Reducing Reoffending within New Hall was extremely positive. They were complimentary about the suite of services that Together Women offers, with mention of the VAWG assessor role, stating that they would be making recommendations for other women's prisons to adopt the role.

The prison inspectors recommended no actions at all, and only gave positive feedback, recognising the Together Women New Hall centre as an example of best practice. This is an exceptional accolade, and a credit to our staff at New Hall.

We have built very strong relationships with services and teams in and out of prison and have visited the housing providers to which we refer the women to see what the properties are like and what support they offer, so we can feed this back to the women.

Collaborating closely with our Housing Specialist, Together Women actively coordinates the Resettlement Markets held monthly. Our advocacy efforts extend to women facing tenancy termination, recognising the profound implications this can have upon their post-release housing prospects. Additionally, we provide critical support to women at risk of domestic abuse, aiding their relocation to ensure safety.

Additionally, this year, we supported the launch of the Departure Lounge at the prison. It serves as a post-release support hub for women, providing access to essentials like clothing, toiletries, and food. The lounge offers phone access for service calls and arranging transportation to Wakefield Westgate train station. It's also a waiting area for collecting services or family members. We maintain a strong presence in the lounge, especially when women we support are being released, ensuring they have everything they need, offering travel guidance, and facilitating last-minute housing support if required.

MENTORING AND ADVOCACY SERVICE, jointly commissioned by NHS England & HMPPS

The Mentoring and Advocacy Service (MAS) provides a supportive framework tailored to the diverse needs of women. Our dedicated team guides and assists women in navigating their unique pathways, promoting their well-being and successful reintegration into society. By emphasizing trust and building therapeutic connections, we create an environment where women feel supported, valued, and inspired. This approach enables them to overcome challenges, develop essential skills, and unlock their potential for positive transformation. The service supports women screened onto the Offender Personality Disorder Pathway across the North of England.

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WHAT WE ACHIEVED

Over the past year, our Mentoring and Advocacy Service (MAS) has witnessed substantial growth, extending support to nearly 200 women, surpassing our caseload capacity. To elevate our service delivery, we introduced an innovative approach, prioritising mentor development and their integration within our centres.
Our mentors have also actively shared their experiences. For instance, a mentor from Lancashire was invited to present her role and experience at a career fair held at the University of Central Lancashire, inspiring a woman on her caseload to explore higher education opportunities.
Our team has garnered well-deserved recognition, with one member receiving the prestigious 'Keyworker of the Year' award, and another excelling as a Women's Risk Needs Assessment (WRNA) champion.
Additionally, our Senior Coordinator has actively participated in a brainstorming group aimed at enhancing engagement in the Northwest and developing a women's hub, fostering innovative ideas to engage women effectively.
Housing remains a pressing concern, significantly affecting engagement, mental health, and substance misuse, often leading to custody recalls. Our MAS mentors have been instrumental in advocating for secure and suitable housing solutions, collaborating closely with housing agencies.
An observed rise in recalls from Approved Premises (APs), often linked to substance misuse and curfew violations, prompted our mentors to forge closer ties with APs such as Edith Rigby and Adelaide House. Through referrals and coordination with relevant service providers, we aim to address substance misuse and reduce recall risks.
In summary, our MAS has implemented proactive measures, including purposeful activities, housing advocacy, and collaboration with APs, to overcome setbacks and ensure effective pathway placement and engagement for the women we support. These endeavours underscore our commitment to supporting women on their path to rehabilitation and successful reintegration into society.

STAFF AND VOLUNTEERS

This year, we witnessed changes within our dedicated team, reflecting the dynamic nature of our organisation. We hold immense appreciation for the commitment and versatility of our staff, who continually adapt to the evolving demands of our services. Their contributions remain invaluable in our mission to support and empower the women we serve.

Our volunteers, in particular, have played a crucial role in our work. Their dedication and passion have enriched our programmes, allowing us to expand our reach and provide even more comprehensive support to women in need. This year, we continued to foster positive relationships with local universities, strengthening our collaborative efforts to promote rehabilitation and address the challenges within the criminal justice system. In partnership with Leeds Beckett University and The Unlocked Graduate Scheme, we conducted an impactful training session on Honour-Based Violence and Female Genital Mutilation. Such collaborations exemplify our commitment to nurturing future leaders and driving positive change within the prison environment.

WOMEN FOCUS

Women have always been at the centre of our mission and services. Their unique perspectives, experiences, and voices shape the core of what we do. In the past year, we have continued to prioritise and enhance our commitment to empowering and supporting the women we support.

We've dedicated ourselves to strengthening the involvement of women in every facet of TW. Our comprehensive service user strategy, led by a dedicated portfolio within our Senior Leadership Team, is a testament to this commitment. One of our significant achievements this year is the establishment of a customer advisory board, which will play an essential role in contributing to the National Women's Justice Coalition. This initiative ensures that women's voices are not just heard but also actively shape our strategic direction and future service offerings Nationally.

Our commitment to ensuring that women's voices are not only heard but also celebrated remains unwavering. We are dedicated to nurturing an inclusive and empowering environment where every woman we support has the opportunity to thrive. Through these efforts, we will continue to make a profound and positive difference in the lives of the women we support.

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Financial review

In the fiscal year 22/23, the Statement of Financial Activities reports an annual income of £2,288,188, marking a decrease of 5.5%. Simultaneously, annual expenditure amounted to £2,129,832, resulting in an overall annual surplus of £158,356.

This reduction in income can be attributed to various factors despite the challenging funding landscape. Notably, supporting grants for Humberside, Sheffield & West Yorkshire Implementation Funding, totalling £262k, and £25k Covid PCC Emergency Funding were no longer available. Additionally, we witnessed a £100k reduction in income compared to the previous year due to the conclusion of certain grants and contracts aimed at aiding charities during the Covid-19 pandemic.

We secured new Probation Service contracts covering a more extensive geographical area and these contracts have enabled sub-contracting arrangements with several new partners, contributing to our financial resilience.

Expenditure saw an increase compared to the previous year, with salaries rising by 8.9%. Furthermore, rents surged by 16%, primarily due to our expansion into new hubs. Gas and electricity costs surged by 46% in response to the fuel crisis, while general costs adjusted in accordance with inflation.

As of March 31, 2023, our total funds amount to £1,009,154, with unrestricted funds at £787,703 and restricted funds totalling £221,451. This reflects an increase in unrestricted reserves of £6,676, aligning with our strategic priority to grow these reserves over the next three years.

Reserves Policy and investment

Regarding our reserves policy and investments, TW's financial position currently does not support the development of investments, except for short-term cash deposits held in the Virgin Savings account.
Our Board has meticulously reviewed the charity's financial requirements over the reporting period, considering the primary risks faced by the organization. The goal is to maintain reserves sufficient to cover up to six months of typical expenditures, encompassing salaries and all other operational costs.
Additionally, the Board acknowledges that, in the event the charity is unable to continue operations, many of our women's support services could potentially be transitioned to local authorities or other service providers, along with any restricted funding linked to those projects.
To provide some context, the total operational costs for the first three months of the following financial year amount to £532,786. At the year-end, TW held total reserves of £1,009,154, including £221,451 in restricted reserves, while unrestricted reserves stood at £787,003.

Funding

Throughout the past year, our existing funders have demonstrated remarkable support and flexibility. They not only provided accelerated grant payments but also offered additional funds to prioritize the well-being of our dedicated staff. Recognizing the challenges, we faced due to staffing issues, they also agreed to extended periods for contract delivery.

The Ministry of Justice introduced a £2.5 million fund dedicated to supporting core costs within the women's sector. Through a competitive bidding process in each region, we were honoured to secure funding from this initiative. This significant boost has enabled us to continue our critical work effectively.

Long-Term Sustainability: Looking ahead, we are committed to bolstering our core funding streams to ensure sustainable organisational development. Our goal is to secure the necessary resources to sustain and expand our impact in the years to come. We remain deeply grateful for the ongoing support of our funders and partners, whose commitment enables us to make a lasting difference in the lives of the women we serve and our communities.

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Risk Management

The Board of Trustees places great importance on effectively managing the risks faced by Together Women. A comprehensive review of major risks has been conducted, resulting in the establishment of a robust risk register. This register is updated and overseen by the board who focus on areas such as services and governance, finance, fundraising, and people.
To mitigate risks, the charity has implemented appropriate systems and procedures. Financial management procedures are regularly reviewed to ensure internal control risks are minimised. Furthermore, stringent authorisation processes are in place to approve all transactions and projects, ensuring financial integrity.
The safety and well-being of our staff, clients, and visitors are paramount. To maintain a secure environment, we have established procedures to ensure compliance with health and safety regulations. Additionally, we have implemented National Service Standards and regularly review and enhance our safeguarding protocols for children and adults at risk. These measures ensure the consistent delivery of high-quality services across all operational aspects of the charity. We remain committed to regularly reviewing these procedures to ensure they remain effective and aligned with the evolving needs of our organisation.

The Board of Trustees is dedicated to promoting a culture of risk awareness and management, working closely with the executive team to assess and address potential risks. By prioritising risk management, we strive to safeguard the interests of our stakeholders, maintain financial stability, and uphold our mission of supporting women.

OUR FUTURE PLANS

As we reflect on our past accomplishments and experiences from the last year, we are determined to use them as a solid foundation for transformative change within our organisation and the broader systems we operate in. This year, our sights are set on several significant initiatives that will shape our journey ahead.

Expanding Our Leadership: In preparation for our upcoming three-year strategy beginning in 2023, we have updated our interim strategy. This new phase will be guided by an expanded Board of Trustees, which has been bolstered by the successful recruitment of four new Trustees, each bringing unique expertise and perspectives.

Strengthening Core Infrastructure: As part of our strategic objectives, we are focusing on reorganising our senior leadership team to align with the evolving needs of our organisation. This restructuring will bring greater clarity to our core infrastructure and ensure leadership stability as we continue to expand our reach across different regions where TW delivers its services.

Promoting Equality, Diversity, and Inclusion: We are in the process of refreshing our action plan to address Equality, Diversity, and Inclusion across all facets of our work. Our commitment is to foster a culture of welcome, anti-oppression, anti-racism, and trauma responsiveness. This culture will be characterised by shared power among our staff team and the women with lived experience of the prison and criminal justice system.

Building Strong Partnerships: Strengthening partnerships remains central to our future strategy. We will continue to build on our successful collaborations, particularly with new partners under the CRS women's contracts. Our ability to advocate for the marginalised and silenced individuals in our communities while delivering specialised support both in prisons and communities is of paramount importance.

Delivering Quality Services: Our strengths lie in delivering excellent services, leading collaborative partnerships, developing innovative solutions, and wielding strategic influence at local, regional, and national levels. We anticipate a growing demand for our services and remain committed to being future-ready and sustainable.

Financial Sustainability: We are entering the next year in a financially robust position, thanks to the continued support of our funders and our prudent resource management. Our commitment to strengthening our reserves, ensuring cost recovery, and diversifying funding streams has paid off. Many of our existing contracts are secured for multiple years, and we are determined to build on our success and continue delivering on our mission.

As part of our ongoing improvements, we have reviewed our outsourced finance function and decided to bring this provision in-house. We will be recruiting a Finance Manager, supported by a Finance Administrator, who will join our Senior Leadership Team. This pivotal role will work closely with and support our managers in their day-to-day budgeting and financial management.

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Exciting New Initiatives: We are thrilled to embark on exciting new initiatives this year. With support from the Jabbs Foundation, we will collaborate with Trust Impact in a series of workshops. These workshops will involve managers, leaders, and board members in a thorough review of our mission, vision, and purpose statements, the creation of a theory of change, and strategies for effectively demonstrating our impact.

We are enthusiastic about the year ahead and remain committed to our mission of supporting and empowering the women we serve while effecting positive change in our communities and the criminal justice system.

Structure, governance and management

The trustees, also the Directors of Together Women (TW) under company law, present their annual report with the charity's financial statements for the year ending 31 March 2023. The financial statements comply with relevant laws and regulations, including the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice (“Charities SORP”).

Trustees are appointed throughout the year, including at the Annual General Meeting (AGM), where existing Trustees may retire or extend their tenure. **Five new Trustees** joined our team this year, with an initial four-year term, extendable for an additional four years, ensuring diverse skills on our Board. All Trustees, new and existing, receive necessary documents, access to policies, and 'The Essential Trustee' from the Charity Commission.

Trustees oversee strategic development, the strategic plan, budget, reserves, policies, and the risk register. They meet quarterly and are supported by the CEO in ensuring effective governance and achieving the charity's mission.

Alison Lowe	
Alexandria Bradley	
Claire Vilarrubi	
Janice Colley	
Jennifer Coleman	
Rachel Richmond	
Rokaiya Khan	
Alison Salmon	(Resigned 1 April 2022)
Elizabeth Bavidge	(Resigned 1 October 2022)
Linda Christine Baines	(Appointed 26 April 2022)
Perminderjeet Banwait	(Appointed 30 May 2022)
Rachel Davis	(Appointed 26 April 2022)
Zafarine Iqbal	(Appointed 1 June 2022)
Rosie McKnight	(Appointed 26 April 2022)

Trustees are appointed throughout the year, including at the Annual General Meeting (AGM), where existing Trustees may retire or extend their tenure. **Five new Trustees** joined our team this year, with an initial four-year term, extendable for an additional four years, ensuring diverse skills on our Board. All Trustees, new and existing, receive necessary documents, access to policies, and 'The Essential Trustee' from the Charity Commission.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustees oversee strategic development, the strategic plan, budget, reserves, policies, and the risk register. They meet quarterly and are supported by the CEO in ensuring effective governance and achieving the charity's mission.

Auditor

During the year Azets Audit Services Limited, trading as Azets Audit Services were appointed as auditors following their acquisition of Naylor Wintersgill Limited, on 1 May 2023.

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees report was approved by the Board of Trustees.

DocuSigned by:

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Claire Vilarrubi

Trustee

24 October 2023

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees, who are also the directors of Together Women Projects (Yorkshire and Humberside) for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

Opinion

We have audited the financial statements of Together Women Projects (Yorkshire and Humberside) (the 'Charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

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Responsibilities of Trustees

As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
Alison Whalley
BC2221165F424D2...

Alison Whalley (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

24 October 2023

Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

Azets Audit Services is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	**3**	40,099	-	40,099	84,207	-	84,207
Charitable activities	**4**	1,864,626	378,752	2,243,378	1,852,973	413,017	2,265,990
Other trading activities	**5**	4,711	-	4,711	1,622	-	1,622
Total income		1,909,436	378,752	2,288,188	1,938,802	413,017	2,351,819
Expenditure on:							
Charitable activities	**6**	1,900,159	229,673	2,129,832	1,550,198	398,116	1,948,314
Net incoming resources before transfers		9,277	149,079	158,356	388,604	14,901	403,505
Gross transfers between funds		(2,602)	2,602	-	(5,033)	5,033	-
Net income for the year/ Net movement in funds		6,675	151,681	158,356	383,571	19,934	403,505
Fund balances at 1 April 2022		781,028	69,770	850,798	397,456	49,837	447,293
Fund balances at 31 March 2023		787,703	221,451	1,009,154	781,027	69,771	850,798

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**11**		22,745		26,964
Current assets					
Debtors	**12**	339,545		208,524	
Cash at bank and in hand		803,151		737,373	
		1,142,696		945,897	
Creditors: amounts falling due within one year	**13**	(156,287)		(122,063)	
Net current assets			986,409		823,834
Total assets less current liabilities			1,009,154		850,798
Income funds					
Restricted funds	**15**		221,451		69,771
Unrestricted funds					
Designated funds	**16**	650,881		563,864	
General unrestricted funds		136,822		217,164	
			787,703		781,027
			1,009,154		850,798

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 24 October 2023

DocuSigned by:

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Claire Villarubi

Trustee

Company registration number 06814757

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from operations	**21**		83,032		371,808
Investing activities					
Purchase of tangible fixed assets		(17,255)		(14,295)	
Proceeds from disposal of tangible fixed assets		-		1,760	
Net cash used in investing activities			(17,255)		(12,535)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			65,777		359,273
Cash and cash equivalents at beginning of year			737,374		378,101
Cash and cash equivalents at end of year			803,151		737,374

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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Together Women Projects (Yorkshire and Humberside) is a private company limited by guarantee incorporated in England and Wales. The registered office is 13 Park Square East, Leeds, LS1 2LF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's memorandum and articles of association, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives. Unrestricted funds earmarked for particular purposes by the trustees are designated as separarte funds. The designation has an adminstrative purpose only, and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from charitable activities is recognised on an accruals basis. Grants and other income are recognised in the year in which entitlement exists and the amount can be measured with reasonable certainty and measurability. The value of services provided by volunteers has not been included in these accounts.

Investment income related to bank interest is recognised on a receivable basis.

Income is deferred when the provider specifies that the grant or donation must only be used in future accounting periods.

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1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any VAT on costs. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource. The majority of overheads have been apportioned on the basis of headcount because that is the main driver of costs it the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
Governance costs, separately identified, are those costs that relate to meeting the strategic constitutional and statutory requirements of the charity as opposed to the costs of day to day management or charitable activities

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	Straight line over the term of the lease
Fixtures and fittings	3 years straight line
Computers	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

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1 Accounting policies **(Continued)**

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.12 Pensions Costs

The company operates a defined contribution pernsion scheme, the assets of which are held separately from those of the compnay in an independently adminstered fund. Contributions payable for the year are charged in the statement of financial activities.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	**2022**
	£	**£**
Donations and gifts	40,099	84,207
Donations and gifts		
Donations	7,441	2,207
Ministry of Justice	24,658	82,000
Other	8,000	-
	40,099	84,207

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4 Charitable activities

	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023	Unrestricted Funds 2022	Restricted Funds 2022	Total 2022
	£	£	£	£	£	£
Charitable activities	1,864,626	378,752	2,243,378	1,852,973	413,017	2,265,990
Analysis by fund						
Unrestricted funds	1,864,626	-	1,864,626	1,852,973	-	1,852,973
Restricted funds		378,752	378,752		413,017	413,017
	1,864,626	378,752	2,243,378	1,852,973	413,017	2,265,990

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4 Charitable activities **(Continued)**

Charitable activites	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023	Unrestricted Funds 2022	Restricted Funds 2022	Total 2022
Big Lottery Women and Girls (VIBE)	-	26,375	26,375	-	126,132	126,132
Bridlington Bright Futures	3,311	-	3,311	-	-	-
Comic Relief COVID	-	-	-	8,000	-	8,000
Comic Relief Restore	-	-	-	-	5,601	5,601
Comic Relief (Violence against Women and Girls)	-	-	-	-	27,651	27,651
Customer Grants	-	-	-	858	-	858
DWP Flexible Support Fund Leeds	47,025	-	47,025	23,513	-	23,513
DWP Flexible Support Funds Hull	20,253	-	20,253	14,630	-	14,630
Equality and Fairness Grant	-	10,000	10,000	-	10,000	10,000
HMP New Hall Counselling	61,354	-	61,354	63,020	-	63,020
HMP New Hall Key Worker Post	18,326	-	18,326	18,326	-	18,326
Humberside CRC (Purple Features)	-	-	-	12,626	-	12,626
Humberside PCC Covid Emergency Fund	-	-	-	25,000	-	
HMP New Hall IDVA Violence against Women and Girls	17,500	-	17,500	15,167	-	15,167
IAPT	-	-	-	2,352	-	2,352
ISVA Sexual Violence	-	-	-	6,557	-	6,557
JABBS Foundation (Trust Impact)	-	33,660	33,660	-	-	-
JABBS NWJC Fund	-	18,210	18,210	-	-	-
JABBS WRNA Evidence Womens Centre	-	94,930	94,930	-	-	-
Kickstart Programme	-	1,011	1,011	-	17,617	17,617
Liason and Diversion	67,992	-	67,992	93,936	-	93,936
Mentoring and Advocacy (NHS England HMPPS)	391,742	-	391,742	381,008	-	381,008
MoJ Local Victim Grant		43,112	43,112	-	26,280	26,280
MoJ Domestic Abuse Support Bradford	27,184	-	27,184	-	-	-
MoJ Women's Contract Humberside	327,105	-	327,105	353,426	-	353,426
MoJ Women's Contract South Yorkshire	115,027	-	115,027	87,437	-	87,437
MoJ Women's Contract West Yorkshire	644,610	-	644,610	643,252	-	643,252
National Coalition Network	8,000	-	8,000	7,250	-	7,250
NHS Sheffield CCG	-	-	-	10,000	-	10,000
Sex Worker / DV Tender	-	-	-	5,248	-	5,248
Smallwood Trust Community Partners Hull	-	33,300	33,300	-	26,112	26,112

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4 Charitable activities **(Continued)**

Smallwood Trust West Yorkshire	-	-	-	-	33,750	33,750
Somewhere Safe to Live LCC	113,517	-	113,517	20,667	-	20,667
South Yorkshire CRC	-	-	-	13,241	-	13,241
South Yorkshire VRU	-	-	-	-	186	186
Student Placements	1,680	-	1,680	1,120	-	1,120
Social Prescibing	-	8,291	8,291	-	16,582	16,582
Stage	-	40,943	40,943	-	35,311	35,311
Tampon Tax - Creating Community Connections	-	51,338	51,338	-	44,289	44,289
West Yorkshire CRC	-	-	-	41,339	-	41,339
West Yorkshire VRU	-	-	-	-	35,000	35,000
WLL - Empowering Systems Change	-	17,581	17,581	-	8,583	8,583
Women and Girls Response Strategy	-	-	-	5,000	-	5,000
Womens Lives Leeds (WLL)	-	-	-	-	295	295
	1,864,626	378,751	2,243,376	1,852,973	413,017	2,240,990

5 Other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other Trading activities	4,711	1,622

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6 Charitable activities

	Charitable activities 2023	Total 2023	Charitable activities 2022	Total 2022
	£	£	£	£
Staff costs	1,266,188	1,266,188	1,148,604	1,148,604
Depreciation	5,716	5,716	2,636	2,636
Training and Recruitment	26,085	26,085	19,859	19,859
Travel	26,623	26,623	23,587	23,587
Customer Costs - grant funded	47,058	47,058	35,787	35,787
Premises Costs	133,378	133,378	97,827	97,827
Communication costs	6,772	6,772	3,511	3,511
Office costs	63,522	63,522	118,259	118,259
Insurance	10,563	10,563	594	594
Legal and professional	4,419	4,419	906	906
Accountancy	3,360	3,360	2,408	2,408
Consultancy	10,599	10,599	13,221	13,221
Project payments to partner organisations	216,077	216,077	214,410	214,410
Counselling & Supervision	18,696	18,696	-	-
	1,839,056	1,839,056	1,681,609	1,681,609
Share of support costs (see note 7)	286,434	286,434	262,434	262,434
Share of governance costs (see note 7)	4,342	4,342	4,271	4,271
	2,129,832	2,129,832	1,948,314	1,948,314
Analysis by fund				
Unrestricted funds	2,129,832	1,900,159	1,948,314	1,550,198
Restricted funds	-	229,673	-	398,116
	2,129,832	2,129,832	1,948,314	1,948,314

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7 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	68,206	-	68,206	64,967	-	64,967
Depreciation	15,756	-	15,756	21,505	-	21,505
Training	10,383	-	10,383	10,979	-	10,979
Travel	10,074	-	10,074	9,161	-	9,161
Customer costs	-	-	-	31	-	31
Premises costs	65,419	-	65,419	50,061	-	50,061
Communication costs	40,776	-	40,776	33,030	-	33,030
Office costs	27,245	-	27,245	22,441	-	22,441
Insurance	1,906	-	1,906	6,017	-	6,017
Legal and Professional	3,284	-	3,284	6,124	-	6,124
Accountancy	31,385	-	31,385	24,618	-	24,618
Consultancy	12,000	-	12,000	13,500	-	13,500
Audit fees	-	4,200	4,200	-	4,200	4,200
Trustees' expenses	-	142	142	-	71	71
	286,434	4,342	290,776	262,434	4,271	266,705
Analysed between						
Charitable activities	286,434	4,342	290,776	262,434	4,271	266,705

Governance costs includes payments to the auditors of £4,200 (2022- £4,200) for audit fees.

8 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or expenses from the Charity during the current or prior year.

9 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	53	49

Employment costs	2023 £	2022 £
Wages and salaries	1,334,394	1,213,571

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9 Employees **(Continued)**

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
	1	1

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 April 2022	24,408	5,399	85,571	115,378
Additions	-	-	17,255	17,255
Disposals	-	(5,399)	-	(5,399)
At 31 March 2023	24,408	-	102,826	127,234
Depreciation and impairment				
At 1 April 2022	24,408	3,967	60,039	88,414
Depreciation charged in the year	-	716	20,042	20,758
Eliminated in respect of disposals	-	(4,683)	-	(4,683)
At 31 March 2023	24,408	-	80,081	104,489
Carrying amount				
At 31 March 2023	-	-	22,745	22,745
At 31 March 2022	-	1,432	25,531	26,963

12 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	284,202	128,316
Other debtors	14,608	48,877
Prepayments	40,735	31,329
	339,545	208,522

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13 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Deferred income	**14**	28,417	19,865
Other creditors		102,459	55,955
Accruals		25,411	46,241
		156,287	122,061

14 Deferred income

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	28,417	19,865
Movements in the year:		
Deferred income at 1 April 2022	19,865	69,704
Released from previous periods	(19,865)	(69,704)
Resources deferred in the year	28,417	19,865
Deferred income at 31 March 2023	28,417	19,865

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15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds				Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£	£	£
Big Lottery - Women & Girls (VIBE)	9,876	126,132	(108,052)	-	27,956	26,375	(35,392)	-	18,939
Big Lottery - Women's Lives Leeds (WLL)	-	8,878	(8,878)	-	-	17,581	(12,345)	-	5,236
Comic Relief Restore	15,537	5,601	(6,402)	-	14,736	-	-	-	14,736
Comic Relief (Violence Against Women and Girls)	1,158	27,651	(28,809)	-	-	-	-	-	-
Equality and Fairness Grant	-	10,000	(10,000)	-	-	10,000	(7,745)	-	2,255
Humberside PCC Counselling	416	-	(416)	-	-	-	-	-	-
Kickstart Programme	-	17,617	(17,617)	-	-	1,011	(1,011)	-	-
Ministry of Justice Local Victim Services Grant	-	26,280	(28,213)	1,933	-	43,112	(39,311)	-	3,801
Smallwood Trust Community Partners Hull	-	26,112	(21,271)	-	4,841	33,300	(17,757)	-	20,384
Smallwood Trust West Yorkshire	22,112	33,750	(36,031)	-	19,831	-	-	-	19,831
Social Prescribing	-	16,582	(14,176)	-	2,406	8,291	(6,428)	-	4,269
South Yorkshire PCC Violence Reduction Unit	738	(186)	(552)	-	-	-	-	-	-
Stage	-	35,311	(36,896)	1,585	-	40,943	(43,545)	2,602	-
Tampon Tax - Creating Community Connections	-	44,289	(45,804)	1,515	-	51,338	(50,299)	-	1,039
West Yorkshire Violence Reduction Unit	-	35,000	(35,000)	-	-	-	-	-	-
JABBS Foundation (Trust Impact)	-	-	-	-	-	33,660	(10,500)	-	23,160
JABBS Foundation (WRNA)	-	-	-	-	-	18,210	(495)	-	17,715
JABBS WRNA Evidence Womens Centre	-	-	-	-	-	94,930	(4,844)	-	90,086
	49,837	413,017	(398,117)	5,033	69,770	378,751	(229,672)	2,602	221,451

Details of the activities of the restricted projects is explained within the Trustees' Report.

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16 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Fixed asset fund	37,983	(11,019)	26,964	(2,983)	23,981
Contingency fund	179,400	-	179,400	45,600	225,000
New role of COO - consultancy support for bedding in new role	-	14,500	14,500	(14,500)	-
Development and review of finance functions including new finance manager support	-	22,000	22,000	(22,000)	-
Mobilisation contingency of new premises	-	56,500	56,500	15,900	72,400
Development of new training materials and Social media	-	45,500	45,500	4,500	50,000
Operating Leases - premises	-	84,500	84,500	15,500	100,000
Redundancy costs	-	110,000	110,000	25,000	135,000
Sinking Fund	-	24,500	24,500	-	24,500
Consultancy for New Office Premises	-	-	-	20,000	20,000
	217,383	346,481	563,864	87,017	650,881

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:								
Tangible assets	-	23,981	-	22,745	-	26,963	-	26,963
Current assets/(liabilities)	138,058	626,900	221,451	986,409	217,164	536,900	69,771	823,835
	138,058	650,881	221,451	1,009,154	217,164	563,863	69,771	850,798

18 Funds

	Balance at 1 April 2021	Incoming resources	Resources Expanded	Transfers	Balance at 1 April 2022	Incoming resources	Resources Expanded	Transfers	Balance at 31 March 2023
Restricted Funds	49,837	413,017	(398,117)	5,033	69,770	378,752	(229,673)	2,602	221,451
Designated Funds	217,383	-	-	346,481	563,864			87,017	650,881
General Funds	180,071	1,938,802	(1,550,195)	(351,514)	217,164	1,909,436	(1,900,159)	89,619	136,822
	447,291	2,351,819	1,948,312	-	850,798	2,288,188	2,129,832	-	1,009,154

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19 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	81,248	107,097
Between two and five years	87,167	94,441
	168,415	201,538

20 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	270,269	258,408

21 Cash generated from operations

	2023 £	2022 £
Surplus for the year	158,357	403,507
Adjustments for:		
Loss/(gain) on disposal of tangible fixed assets	716	(587)
Depreciation and impairment of tangible fixed assets	20,756	24,141
Movements in working capital:		
(Increase) in debtors	(131,023)	(20,977)
Increase in creditors	25,674	15,563
Increase/(decrease) in deferred income	8,552	(49,839)
Cash generated from operations	83,032	371,808

22 Analysis of changes in net funds

The Charity had no debt during the year.

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

England & Wales - Charity number 1128892

Accounts

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Registered Charity Number: 1128892

Company Number: 06814757

Together Women Projects (Yorkshire and Humberside)

(A Company Limited by Guarantee)

Trustees' Report and Financial Statements

for the year ended 31 March 2022

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Together Women Projects (Yorkshire and Humberside)

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Together Women Projects (Yorkshire and Humberside)

Charity Information

Trustees

Alexandria Bradley
Alison Lowe
Alison Torn
Claire Vilarrubi (Vice Chair)
Elizabeth Bavidge (Chair)
Emma Wilson (retired 13th October 2021)
Janice Colley
Jennifer Coleman-Peers
Rachel Richmond
Rachel Davis (appointed 26 April 2022)
Rosie McKnight (appointed 26 April 2022)
Christine Baines (appointed 26 April 2022)
Perminderjeet Kaur Banwait (appointed 30 May 2022)
Zafarine Iqbal (appointed 1 June 2022)

Company secretary

Rokaiya Khan

Company number

06814757

Registered charity number

1128892

Registered office

13 Park Square East Leeds LS1 2LF

Chief executive officer

Rokaiya Khan

Management team

Carole Ashton	Centre Manager
Francesca Fedele	Centre Manager (appointed May 2021)
Jillian Gledhill	Centre Manager
Jo Collins	West Yorkshire Area Manager
Jo Smith	Regional Manager
Chantelle Mapuranga	Service Manager
Sally Egan	Strategic Capacity Development Worker
Sarah Mollis	Manager HMP Newhall

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Together Women Projects (Yorkshire and Humberside)

Charity Information

Independent Auditor

Naylor Wintersgill Limited Chartered Accountants
Carlton House,
Grammar School Street
Bradford
BD1 4NS

Accountants

Garbutt & Elliott Audit Limited
33 Park Place
Leeds
LS1 2RY

Bankers

Unity Trust Bank plc
Four Brindleyplace
Birmingham
B1 2JB

Solicitors

Whitaker Firth
1 Manor Row
Bradford
BD1 4PB

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

STRUCTURE GOVERNANCE MANAGEMENT

The trustees (who are also the Directors of the Charity Together Women (TW) for the purposes of company law) are pleased to present their annual report together with the consolidated financial statements of the charity for the year ending 31 March 2022.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP")

Appointment of trustees:

Trustees are appointed at the Annual General Meeting and the term of office is four years, after which they can be re-elected for a further period of four years.

Trustees are appointed for the skills and experience they bring and their ability to assist TW in meeting its charitable objects.

All new Trustees are provided with Memorandum and Articles, strategic plan, quarterly management accounts and relevant reports, as well as access to all policies via a secure online shared resource.

All new Trustees are also provided with the Charity Commission's 'The Essential Trustee' and invited to discuss any queries with the Chair.

Trustees are responsible for the overall direction and strategic development of the organisation. This involves overseeing the strategic plan, monitoring performance against set objectives, agreeing the annual budget, monitoring reserves, reviewing and developing policies and procedures and reviewing the risk register twice yearly.

The Board of Trustees meet quarterly and are supported by the CEO.

RISK MANAGEMENT

The Board of Trustees has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated quarterly, overseen by a Trustee with a focus on services and governance, finance, fundraising and people.

Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the review of financial management procedures and implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, clients and visitors. The implementation of National Service Standards and review and implementation of safeguarding children and adults at risk procedures ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

PURPOSE AND AIMS

Together Women (TW) is a regional women-only organisation providing holistic trauma-informed gender specialist support to women and girls and those affected by the criminal justice system (CJS).

While we continue to specialise in supporting women in the criminal justice system, we have broadened our remit to supporting women and girls with multiple complex needs.

We are driven by a vision of empowering women to shape their communities. Our

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mission is to address individual needs to break the cycle in which many women can become trapped and support women to transform their lives by pioneering new approaches that reduce the use of custody and support women and families in the community and which give women the tools they need to fulfil their individual potential.

THE FOCUS OF OUR WORK

Our combined services provide women with support including advocacy, addressing complex needs, domestic and sexual violence, housing, mental and physical health, parenting and substance misuse. All our work puts women at the heart of the support they receive.

Women we work with require trauma-informed approaches in gender-sensitive environments. Their histories often mean they have lost trust in established services. In addition to practical advice, many women benefit from emotional support from workers who they can build relationships with, connect them to services and prevent them becoming 'lost' in the system. TW has demonstrated that its gender specific approach and holistic model of support improves outcomes for women, tackles offending behaviour, reduces reoffending and diverts women from the CJS.

Our approach also improves parenting skills, increases employability and brings wider benefits to families and communities. We have developed new partnerships and new services which enhance the support available to women with complex issues across the region. Our services are flexible, responsive and dynamic.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

A WORD FROM THE CHAIR OF THE BOARD OF TRUSTEES'

LIZ BAVIDGE OBE

I have been reflecting on why the people at Together Women do what we do. It's because our work is important and significant for so many women and makes a difference to the world of women who have suffered and struggled and strived to make a better life against sometimes overwhelming odds.

That's why I am enormously grateful to the team especially the senior management who have worked tirelessly in difficult conditions to deliver our service.

I also thank the Board who dedicate time, energy and skill to steering us to be as effective as possible. We could not do it without all of you.

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CEO REFLECTION 2021/2022

ROKAIYA KHAN

This has been a challenging year. As we continued to progress out of the COVID-19 pandemic, women and children became even more anxious of what the next chapter would bring as demand on services continued to reach record highs.

Poverty and inequality continue to make a difficult situation worse, leaving many homeless and without essentials, we have seen an increase in self-harm incidents and, sadly, in the number of deaths of women by suicide and overdoses.

We have continued working towards our vision to end the harm of prison, by working with other women's centres to create a new trauma-responsive system of social justice that addresses the root causes of involvement in offending.

We have been at the forefront of advocating for women's holistic services to have a central role in the delivery arrangements for the new, renationalised Probation Service. Our leadership had a key role in ensuring that new delivery arrangements from June 2021 resulted in provision from women's specialists across the country, and for TW this meant new areas of delivery in Bridlington, Beverley, Goole, and across 3 further districts in West Yorkshire, opening new women centres in Halifax and Huddersfield. This has been a huge collective effort in securing, mobilising and implementing the new contracts. These have combined to make unprecedented demands on staff in terms of their workloads, resilience and mental health which we have continued to monitor and support.

2021 saw the launch of a new Creating Community Connections project, which aims to connect women in prisons with vital specialist community support services across the country, especially women's centres. Funded through a successful application to the Tampon Tax Fund, this project enables five organisations: *Together Women; Women in Prison; Brighton Women's Centre; Anawim; and the Nelson Trust* to work in partnership to build connections between a national network of women's centres, prisons and women in custody to support women through custody to community.

In September 2021, the 'founding five' partners, who are working jointly to deliver the Creating Community Connections initiative, agreed to move towards a more formalised approach to increase opportunities for collaborative action by a wider group of organisations/individuals that share their values and wish to achieve the same strategic aims.

The founding five have established a new National Women's Justice Coalition comprised of organisations specialising in delivering services to women involved in the criminal justice system (through prison, community sentences, contact with the police or other risks of involvement in the system) - particularly those running community-based women's centres and related services.

A *development manager* for the coalition was employed by Women In Prison, based in London, and seconded to TW, and work started on three work streams which include:

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- Develop and publish a set of shared messages about the Female Offender Strategy
- Develop and implement an anti-racist action plan
- Centre women with lived experience at the heart of the coalition activities

An externally facilitated 'Away Day' for TW's Senior Leadership and Management teams was attended in August, to discuss organisational priorities where the following were agreed:

- Revised organisational structure
- Focus on Communications, including developing a new Communications Strategy
- New systems to streamline operations and support staff well-being
- Improved monitoring and evaluation tools to demonstrate the impact of Together Women's services

We invested in a new website which provides a more customer-focussed and user-friendly access point for new and existing users whilst also making information available to professionals, funders and other stakeholders. Funding was secured to recruit a new *Digital Communications worker* who was responsible for all our marketing and communications across several customer-focussed platforms.

A huge investment was made this year in strengthening TW's infrastructure which included a move to a Cloud-based IT system. SharePoint enabled staff to work much more efficiently across our multiple sites, ensuring connectivity and sharing of information using the new Intranet platform.

Improved monitoring and evaluation tools to demonstrate the impact of TW's services was another priority for the board this year and investment was made into our new case management system Lamplight.

Partnership working has always been at the heart of our work and this year has seen us strengthen that further by developing sub-contracting arrangements with specialist organisations including Muslim Women in Prison, Shelter, Touchstone, and St Giles with staff seconded to our teams across Yorkshire and Humberside to work alongside our teams in delivering support to women affected by CJS. We were supported by many existing and new partners and this year we embarked on a fundraising campaign with JustGiving, raising £2,344. At a national level, I was pleased to represent TW on the Ministerial Group responsible for holding the Government to account for delivery of the Women Offender Strategy.

Our achievements would not be impossible without the drive, determination and passion of our staff, trustees, volunteers and the women we work with. We have really appreciated the openness and contributions of our staff team (especially women with direct experience of racism, other forms of discrimination, and direct involvement in the criminal justice system) in working towards ensuring that we remain a trauma-responsive, anti-oppressive and anti-racist organisation in all elements of our work.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

WHAT WE ACHIEVED

WEST YORKSHIRE

Contract information: Number of women supported per contract April 2021 – March 2022

Contract	Number of women supported	Period (months)
MoJ Women's Services Contract	1055	9
Flexible Support Fund Leeds DWP	24	3
Somewhere Safe to Live	6	3
Liaison and Diversion	369	12
STAGE	33	3
IAPT	147	5
Smallwood Trust	156	12
West Yorkshire CRC	145	15
Restore	21	14
Total number of women accessing services in West Yorkshire	**1956**	

MoJ West Yorkshire Women's Services contract:

In June 2021, the National Probation Service (NPS) and the Community Rehabilitation Companies (CRCs) unite as the National Probation Service'. We were pleased to be re-commissioned in June 2021 to provide holistic, wrap-around services to women subject to probation orders and post-release licences across the West Yorkshire region. We have strengthened our delivery model through sub-contracting arrangements with *Khidmat Centre* for specialist BAME support, *Touchstone* for Mental Health, *Shelter* for Housing advice and guidance and *St Giles Trust* for Peer mentor support. The original staff team was expanded in the community and a custody accommodation worker was recruited to support women at HMP New Hall with their housing and re-settlement needs.

LIAISON AND DIVERSION

TW continued to work in partnership with Wakefield Council to deliver the Liaison and Diversion (L&D) female pathway with roles based in police custody suites. The project is recognised as an outstanding model of support nationally, with staff members well embedded within the L&D teams, whilst ensuring a weekly presence at TW centres. The L&D workers continue to deliver the conditional caution pathway at each of the centres and hold a caseload of approximately 35 women**,**

LEEDS

The Leeds centre has developed significantly with new schemes starting and the staff team increasing by 33%. Probation Practitioners continue to co-locate from within the centre, alongside Leeds Therapeutic Counselling Services who provide a range of interventions on site.

WOMEN'S LIVES LEEDS:

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

TW continued to remain a strong partner in this network and the partnership was delighted to receive five years further funding from the National Lottery at the end of 2021. For this second phase, there will be a greater focus on Voice and Influence and on securing mainstream funding for some of the Alliance's operational roles. TW continues to host and Manage the Alliance Co-ordinator post.

FLEXIBLE SUPPORT FUND LEEDS: TW are working in partnership with the DWP to support women to build confidence and self-belief; work readiness and to develop employability skills. This new project commenced in January 2022 and support includes:

Developing practical skills such as: CV writing, interview techniques and job searches Support/referral to digital upskilling; attendance at training opportunities; support into employment; support with finance benefits and debts; volunteering; accessing support services e.g., GP / mental health support

Developing life-skills such as: self-esteem and confidence building; understanding what a healthy relationship is and being able to manage emotions; engagement with community support services and increased social awareness.

To date, the scheme has received 37 referrals and engaged with 24 women, supporting them into employment and achieving the following outcomes.

Somewhere Safe to Live: This scheme commenced in January 2022 and aims to provide 15 self-contained, dispersed units of supported accommodation, each on a 2-year lease, to women who are homeless.

A New partnership with Leeds city council and Foundation Housing who provide the accommodation TW employed 2 new Intensive Housing support workers responsible for providing high quality intensive support to women under this resettlement pathway. Access to safe and secure accommodation remains a challenge in the city and through our partnership working we can continue to highlight this issue and raise it with the relevant commissioners

In addition to finding suitable accommodation, the case workers provide a range of support to ensure women are tenancy ready and have the skills and confidence to move onto independent living.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

WOMEN WE SUPPORT SAID:

"Without these sessions I wouldn't be where I am today, it has helped get a small piece of myself back that I never thought I would" - KB

I was very scared, weak and stressed when I first started. Female Specialist Employment Advisor has helped me build my confidence and has helped me see things from a different side. She has given great support and has motivated me to do better. I did not think I would come this far and have someone believe in me. The centre is nice to be in and I feel safer knowing it's a female only space" - AA

STAKEHOLDER FEEDBACK:

"These are fabulous stories of how this provision is turning lives around, I have had nothing but good feedback from my customers, well done and thank you" - AJ

"You are doing brilliant work with the women I am so pleased that you're there!" - KW

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BRADFORD

Activities in Bradford continue to align with the priorities of the Leeds centre, with the West Yorkshire Women's Contract and L&D services delivered across both localities. The Bradford centre has a pool of volunteer counsellors and provides specialist substance misuse support to women, through a partnership with Change Grow Live (CGL).

IAPT: The IAPT scheme, funded through Bradford District Care Trust (BDCT) was paused in August 2021 due to a lack of resources. This project is funded 'per head', making it difficult to recruit to a permanent position given the impact of the COVID-19 pandemic and how this has affected women coming through the centre. Between April 2021 and August 2021, a total of 147 stressbuster sessions were delivered. It is hoped that as we grow our pool of volunteers and student placements, we can deliver this work again.

SMALLWOOD TRUST: Barclays Bank commission a life-skills programme through the Smallwood Trust. There are several modules that are delivered to women on a 1:1 and group work basis which are aimed at preparing women for employment whilst upskilling them with budgeting, confidence building and other related issues. We have delivered 1503 sessions.

STAGE: The original STAGE project (previously funded through the Tampon Tax Fund) ended in June 2021. During the final operating quarter (April – June 21) a total of 5 referrals were received with 24 women being supported through trauma-responsive support, linked to sexual exploitation. The success of this contract led to the re-commissioning of the service through the Big Lottery community fund. This new service commenced in Jan 2022 and during the first quarter received 11 referrals with 9 women accepting support. One of the aims of this project is to increase the confidence of those affected by Sexual Exploitation, giving them the confidence and tools needed to report such crimes and access tailored support that helps them to re-build their lives.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

SHEFFIELD

Contract information: Number of women supported per contract April 2021 – March 2022.

Contract	Number of women supported	Period (months)
MOJ Women's Services	224	9
South Yorkshire CRC	29	3
Total number of women accessing services in Sheffield	**253**	

MoJ South Yorkshire Women's Services contract:

Together Women have been commissioned to deliver the MoJ Women's Services across Sheffield in partnership with Changing Lives. During the mobilisation phase of the contract a total of 242 referrals were received. Together Women also employ a 0.5 FTE on the custody accommodation pathway, for women located in HMP New Hall, returning to Sheffield.

In addition to the 253 women supported through formal referral routes, we have embarked on some critical work during this period that has placed us at the forefront of gender specific services across the city. Through collaboration with local commissioning groups, services have been developed to support with COVID-19 (NHS Sheffield CCG Grant – Urgent care engagement outreach work), reaching those that are most resistant to vaccination and through Sheffield City Council, to develop Hubs across the region that *give women a voice* and *strengthen the influence of underrepresented women's groups* across the city.

VIBE – Voice Influence Be Empowered – Big Lottery funded project

The VIBE project is a National Voice and Influence project, aimed at young women and girls aged 14+, to give them a voice that *informs strategy* and the *commissioning of new services*. This year, the VIBE project started to deliver what had been learnt through the *'Embed and Spread' implementation phase which ended 31 March 2021*. A critical aim of this was to test and trial the peer mentoring element of the toolkit developed last year, to encourage peer-on-peer support amongst young people to deter from negative behaviours and choices. The toolkit has been well received and is now being used by a number of agencies. We will continue to monitor the impact of this in the final year of VIBE.

ACTIVITIES WITH women we support

TW Sheffield offers a timetable of events that women can access to meet multiple support needs. This includes confidence building, managing emotions, and counselling. International Women's Day provides an opportunity for TW to celebrate women we support, our achievements as an organisation and the partnerships that have been developed over the years. In Sheffield, the team held a themed event #breakthebias where women were able to 'drop-in' and access the centre for: food and refreshments; arts and crafts; sexual health information; 1:1 advice and guidance; and free goodies.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

HULL

Contract information: Number of women supported per contract April 2021 – March 2022

Contract	Number of women supported	Period (months)
MOJ Women's Services	524	10
Comic Relief	248	8
Humber side CRC	20	2
DWP	105	12
Total number of women accessing services in Hull	**897**	

Impact: In addition to the 897 women referred to the centre via formal routes, we supported 61 women on our social prescribing programme, which *targets low level mental illness through 'drop-in' and crisis intervention.* Of the women who accessed the centre, the following outcomes were achieved:

- Increased confidence – 79%
- Reduced mental health concerns – 57%
- Increased social inclusion – 91%
- Improved relationships – 64%

MoJ Women's Services Contract Humberside:

TW was *commissioned to deliver the MoJ women's services contract across the region*. This has enabled us to develop new services across Beverley, Goole, Scunthorpe, Lincolnshire and Grimsby and we now have formal subcontracting arrangements in place with Lincolnshire Action Trust, Shelter and St Giles Trust.

Hull TW continued to deliver the Comic Relief funded Domestic Abuse project until December 2021. This Independent Domestic Violence Advocate (IDVA) role had a particular focus on exploring the connection between Domestic Abuse and Social Services involvement with families. The scheme supported a total of 248 women and resulted in 32 of these accessing additional support from social services by the end of the project.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

ACTIVITIES WITH women we support

The Hull centre remains a hive of activity with 1:1 and group work activities taking place every day. An example of this includes our 8-week cooking course – women learn to make home-made recipes on a budget and if 6/8 sessions are attended, they receive a cooking hamper.

The pandemic has meant that many of the women we support have felt isolated and lonely, which has impacted their mental health. To encourage social inclusion and to build confidence, the Hull team arranged several trips for women including 'Gravity' trampoline park and the 'Deep', a spectacular Aquarium. Regular Yoga sessions are now held from within the centre and counselling remains popular amongst the women.

HMP NEW HALL

Contract information: Number of women supported per contract April 2021 – March 2022.

Contract	Number of women supported	Period (months)
VAWG	839	12
ISVA	176	12
Counselling	176	12
Creating Community Connections	267	9
IDVA	264	12
Total number of women accessing a range of services in HMP New Hall	**1722 (please note – some women will access multiple services)**	

The women centre at HMP New Hall continues to be at the heart of resettlement services for women residing in the prison. The support provided focusses on *domestic/sexual abuse and trauma* and is funded via a range of commissioners including the prison, the Office of Police and Crime Commissioner (OPCC) and the Tampon Tax fund.

VAWG: The VAWG contract aims to assess each woman on reception into custody for domestic/sexual abuse concerns. This project assessed 839 women throughout this reporting period, offering ongoing support both in custody and through to the community. Many of the women on the scheme were referred into the IDVA / ISVA provision following assessment for more in-depth, tailored support.

ISVA/IDVA: the Independent Sexual and Domestic Violence Advocates support women who are *at risk of or affected by domestic and sexual abuse.* Much of this work focusses on risk-management and often entails referral to MARAC into the community and advice and guidance around the disclosure / reporting process. Collectively, 440 women were supported via these schemes during this period.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

COUNSELLING: *Trauma-responsive counselling* continues to be *in high demand* within the prison. To cope with demand, we have sourced a volunteer therapist and increased staff hours. During the pandemic, most sessions were delivered via the in-phone cell provision. This has been the most challenging service to deliver due to confidentiality for those cell-sharing, which has in turn led to an increased waiting list.

CREATING COMMUNITY CONNECTIONS: The project employs a National team of 10 Women's Centre Link Workers of which TW host the 1 worker at HMP Newhall, the aim to establish strong partnerships between women in prison, prison staff and women's centres. This scheme has supported 267 women to access gender-specific support upon release from custody and has facilitated resettlement of these woemn abck ino their communities. An incredibly sucsessful scheme deliveing critiacl lins to famiies and communities.

MENTORING AND ADVOCACY SERVICE, jointly commissioned by NHS England/HMPPS:

The Mentoring and Advocacy Service (MAS) supports women with complex needs through their pathway of care and management in custody and the community. The service supports women screened onto the Offender Personality Disorder Pathway across the North of England.

The scheme has remained above target throughout the operational year with 150 women accessing support at any one point. We have experienced some staffing changes, which has led to the re-structure of the service and provided development opportunities for existing staff into more senior roles. The women supported on this contract often present with *multiple needs.* To effectively support staff, clinical supervision and reflective practice is offered, alongside detailed case management support.

This cohort of women have been some of the most affected by the COVID-19 pandemic, with many feeling isolated from specialist services and support networks. In response to this, mentors have been working towards women attending community provision once again, through 'handholding' to appointments and group work.

The provision in HMP Low Newton and HMP New Hall has increased towards the latter end of the year as normal service resumed and we continue to be located across the Approved Premises in the Northwest and Yorkshire.

STAFF AND VOLUNTEERS

STAFF: As a result of new schemes coming on board and securing the enhanced MoJ women's services contracts across the organisation we have seen a number of new starters join TW as others have left the

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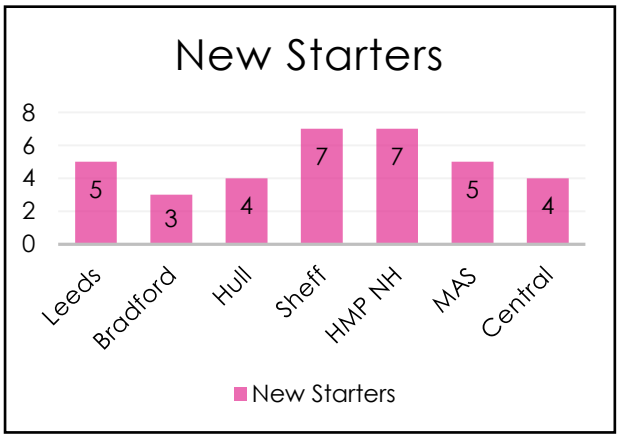
Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022



We continue to have positive working relationships in place with universities across our delivery areas and were recently commissioned through Leeds Beckett University and The Unlocked Graduate Scheme to provide a training session on Honour Based Violence and Female Genital Mutilation. Unlocked Graduates is working to change the way we develop society's future leaders and how we think about prisons and prisoners – by focusing on rehabilitation and addressing the terrible damage and cost of reoffending. Their award-winning leadership development programme recruits outstanding graduates and career changers to become exceptional prison officers

WOMEN FOCUS

Critical to TW's success is the extent to which women we support are involved in the design, delivery and evaluation of services. We believe that placing women at the core of our service ensures that all our activities are geared to achieving the best possible outcomes for the women we work with.

A key focus of this financial year has been to strengthen their voice through the development of a service user strategy, including a portfolio that sits within the SLT. A work strand currently being developed is the creation of a customer advisory board that will feed into the National Women's Justice Coalition. It is hoped that this platform will enable women to influence strategy and the future commissioning of services..

Women we support continue to take part in key processes and activities at TW including reviewing policy, staff recruitment, volunteer training and organising events. Women are invited to take part in their centre through involvement groups and are offered an opportunity to progress towards the role volunteer or mentor with TW.

OUR FUTURE PLANS

We are determined to make our achievements and experiences of the past 12 months serve as a foundation for transforming our own organisation and the system in which we operate.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

We have updated our interim strategy for this year in preparation for a new, three-year strategy beginning in 2023. This will be directed by an expanded Board of Trustees following a highly successful recruitment drive that has resulted in 4 new Trustees joining our Board.

Within our strategic objectives we will also focus on reorganising the senior leadership team to fit the business needs of the organisation which will bring more clarity to our core infrastructure and stability in leadership across the increased geographical area of TW delivery.

We are now mid-way through refreshing our action plan to address Equality, Diversity and Inclusion in all elements of our work and to build a culture of welcome, anti-oppression, anti-racism and trauma responsiveness which shares power across our staff team and with women with lived experience of prison and the criminal justice system.

This plan and our dedication to long-term culture change are at the heart of our strategy planning. Central to our future will be building on the partnerships we have so successfully strengthened particularly with new partners under the CRS women's contracts.

We believe that our ability to 'speak truth to power' about issues affecting some of the most marginalised and silenced people in our communities, whilst providing frontline specialist support in prisons and communities, will be more important than ever before.

TW's strengths are in delivering excellent services, leading collaborative partnerships, developing new and innovative services and having strategic influence locally, regionally and nationally.

We predicted last year that the demand for our services was likely to increase and this has been clearly evidenced within this report. Being future ready and sustainable will remain a key focus as we continue to deliver quality services for our funded projects and respond to emerging funding challenges and opportunities.

We are going into the next year in a stronger financial position than for many years. This is the result of our funders' continued support and our management of resources that kept to the commitment to strengthen our reserves position, ensure cost recovery, and diversify funding streams as far as possible. Many of our existing contracts are secured for multiple years and the board, SLT and all our staff are determined to continue building on the success illustrated in this report and to do even more to deliver on our beliefs.

FINANCIAL REVIEW

The annual income for 21/22 as shown in the Statement of Financial Activities was £2,351,819 an increase of 4% with annual expenditure of £1,948,312 generating an overall annual surplus of £403,507. Despite a challenging funding environment, the increase in income has been a result of new grants and contracts from statutory and independent funders, aimed at supporting charities through the difficulties brought about by Covid-19. We have also seen a significant increase in the New Probation Service contracts that have now been secured over a bigger geographical area and enabling sub-contracting arrangements for TW with a number of new partners.

The increase in annual expenditure was due to the provision of new services and programmes. The total funds at the year ended 31 March 2022 stands at £850,798 of which unrestricted funds are £217,614 and restricted are £69,770. An increase in unrestricted reserves of £37,543 is in line with the strategic priority to grow unrestricted reserves over the next 3 years.

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RESERVES POLICY AND INVESTMENT

TW does not hold sufficient funds to develop investments, aside from short-term cash deposits in the Virgin Savings account.

The Board has examined the charity's requirements over the period of the report, in the light of the main risks to the organisation. The Board is aiming to operate with sufficient reserves for up to six months of normal expenditure, which includes salaries and all other running costs.

The Board also considers that, in the event of the charity being unable to continue operations, many of its women's support services could be transferred to local authorities or other service providers as on-going operations, along with any restricted funding associated with those projects.

Total operational costs, including all service provision for the first three months of the following financial year, are £487,078. At the year-end, TW held reserves in total of £850,798 (2021: £447,921) of which £69,770 (2021: £49,837) were restricted. Unrestricted reserves were £217,164 (2021: £180,071)

FUNDRAISING:

Existing funders have been incredibly supportive throughout the year, providing accelerated grant payments and additional funds to support staff wellbeing. We have also agreed with them extended periods for contract delivery where staffing issues have delayed mobilisation.

The Ministry of Justice established a fund of £2.5m to support core costs for the women's sector, and albeit through a competitive bidding process in each region, we were successful in our application.

We will continue to strengthen our core funding streams over the longer term, to ensure that our organisational development capability is fully funded.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Together Women (Yorkshire and Humberside) for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2022

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Auditor

Naylor Wintersgill Limited were reappointed at the AGM.

The Trustees' Report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Trustees, in their capacity as Directors, hereby approve the Trustees' Annual Report which was approved by the Board on 13 September 2022 and signed on its behalf by:

DocuSigned by:
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Elizabeth Bavidge

Chair

DocuSigned by:
Claire Vilarrubi
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Claire Vilarrubi

Vice Chair

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Together Women Projects (Yorkshire and Humberside)

Independent Auditor's Report to the Members of Together Women Projects (Yorkshire and Humberside

Opinion
We have audited the financial statements of Together Women Projects (Yorkshire and Humberside) (the 'Charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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Together Women Projects (Yorkshire and Humberside)

Independent Auditor's Report to the Members of Together Women Projects (Yorkshire and Humberside

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees
As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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Together Women Projects (Yorkshire and Humberside)

Independent Auditor's Report to the Members of Together Women Projects (Yorkshire and Humberside)

Irregularities, including fraud, are instances of non-compliance with laws and regulations.
We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the Company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to breaches of UK law and we considered the extent to which non-compliance might have a material effect on the financial statements of the Company. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure or increase the capital position of the Company, and management bias in accounting estimates and judgmental areas of the financial statements such as the recognition of income. Audit procedures performed by the engagement team included:

- Discussions with directors including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing relevant meeting minutes;
- Reviewing of correspondence in so far as they related to non-compliance with laws and regulations and fraud;
- Procedures relating to the recognition of income;
- Identifying and testing journal entries, in particular any journal entries posted with unusual account combinations, posted on unusual days, posted by infrequent users, posted by senior management or posted with descriptions indicating a higher level of risk;

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

DocuSigned by:
Alison Whalley
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Alison Whalley (Senior Statutory Auditor) 13 September 2022
for and on behalf of Naylor Wintersgill Limited

Chartered Accountants
Statutory Auditor
Carlton House
Grammar School Street
Bradford
BD1 4NS

Naylor Wintersgill Limited is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

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Statement of Financial Activities (including Income and Expenditure account) for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies		84,207	-	84,207	69,883
Charitable activities		1,852,973	413,017	2,265,990	1,605,313
Other trading activities		1,622	-	1,622	535
Total income	**2**	1,938,802	413,017	2,351,819	1,675,731
Total expenditure:					
Charitable activities	**3**	1,550,195	398,117	1,948,312	1,542,449
Total expenditure		1,550,195	398,117	1,948,312	1,542,449
Net income	**4**	388,607	14,900	403,507	133,282
Transfers between funds	**9**	(5,033)	5,033	-	-
Net movement in funds		383,574	19,933	403,507	133,282
Total funds brought forward		397,454	49,837	447,291	314,009
Total funds carried forward	**9, 10**	781,028	69,770	850,798	447,291

All income and expenditure derives from continuing activities.

A fully detailed Statement of Financial Activities for the year ended 31 March 2021 is shown at note 14 to the financial statements.

The notes on pages 21 to 32 form part of these financial statements.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

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Balance Sheet as at 31 March 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	**6**		26,964		37,983
Current assets					
Debtors	**7**	208,523		187,545	
Cash in bank and in hand		737,373		378,101	
		945,896		565,646	
Creditors: Amounts falling due within one year	**8**	(122,062)		(156,338)	
Net current assets			823,834		409,308
Net assets			850,798		447,291
Charity funds					
Restricted funds	**9**		69,770		49,837
Designated funds	**9**		563,864		217,383
Unrestricted funds	**9**		217,614		180,071
Total funds	**10**		850,798		447,291

These financial statements have been prepared in accordance with the provisions applicable to small companies within part 15 of the Companies Act 2006.

The financial statements were approved and authorised for issue by the Trustees on 13 September 2022 and signed on their behalf by:

DocuSigned by:
71747F73CDCF4F5...
Elizabeth Bavidge
Chair

DocuSigned by:
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Claire Vilarrubi
Vice Chair

The notes on pages 21 to 32 form part of these financial statements.
Company Registration Number: 06814757

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Together Women Projects (Yorkshire and Humberside)

Cash Flow Statement for the year ended 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash provided by operating activities	**13**	371,807	59,853
Cash flows from investing activities			
Purchase of tangible fixed assets		(14,295)	(21,693)
Proceeds from sale of fixed assets		1,760	-
Net cash used in investing activities		(12,535)	(21,693)
Change in cash and cash equivalents in the year		359,272	38,160
Cash and cash equivalents at the beginning of the year		378,101	339,941
Cash and cash equivalents at the end of the year		737,373	378,101

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charity information
The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company. The address of the registered office is 13 Park Square East, Leeds, LS1 2LF.

Basis of Preparation of financial statements
The financial statements have been prepared on a going concern basis in accordance with Accounting and Reporting by Charities: 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 (FRS102) (effective 1 January 2019) ("Charities SORP (FRS102)"), the Financial Reporting Standard applicable in the UK and Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

Together Women Projects (Yorkshire and Humberside) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in sterling which is the functional currency of the charity. Monetary amounts on these Financial Statements are rounded to the nearest £1.

Going concern
The directors have considered all factors, including Covid-19 and the wider economy, as part of their assessment of going concern. Although the current economic climate creates both cashflow and profitability risks for the charitable company, the directors believe on balance that they have sufficient resources to enable trading to continue for a period of at least one year from the date of approval of the financial statements, on the basis of information currently available to them as at the point of approving these.

Fund accounting
Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. Unrestricted finds earmarked for particular purposes by the trustees are designated as separate funds. The designation has an administrative purpose only, and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income
All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from charitable activities is recognised on an accruals basis. Grants and other income are recognised in the year in which entitlement exists and the amount can be measured with reasonable certainty and measurability. The value of services provided by volunteers has not been included in these accounts.

Investment income related to bank interest is recognised on a receivable basis.

Income is deferred when the provider specifies that the grant or donation must only be used in future accounting periods.

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Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any VAT on costs. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource. The majority of overheads have been apportioned on the basis of headcount because that is the main driver of costs it the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
Governance costs, separately identified, are those costs that relate to meeting the strategic constitutional and statutory requirements of the charity as opposed to the costs of day to day management or charitable activities.

Employment costs
The costs of short-term employee benefits are recognised as a liability and an expense.
Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension costs
The company operates a defined contribution pension scheme, the assets of which are held separately from those of the company in an independently administered fund. Contributions payable for the year are charged in the Statement of Financial Activities.

Operating Leases
Rentals under operating leases are charged to the Statement of Financial Activities account on a straight line basis over the lease term.

Tangible fixed assets and depreciation
Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Office equipment	3 years straight line
Computers	3 years straight line
Leasehold improvements	straight line over the term of the lease

Financial instruments
The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity held for working capital. Bank overdrafts are shown within borrowings within current liabilities.

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1. Accounting Policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid.

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Impairment losses are recognised in the income and expenditure account.

Creditors, loans and provisions
Creditors, loans and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. Financial liabilities are derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

Taxation
The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Critical accounting estimates and judgements
In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

After review the Trustees consider that there are no critical estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the financial statements.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

2. Total Income

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and Legacies			
Donations	2,207	-	2,207
Ministry of Justice Grant	82,000	-	82,000
	84,207	-	84,207
Charitable Activities			
Big Lottery Women and Girls (VIBE)	-	126,132	126,132
Comic Relief COVID	8,000	-	8,000
Comic Relief Restore	-	5,601	5,601
Comic Relief Violence Against Women and Girls	-	27,651	27,651
Customer Grants	858	-	858
DWP Flexible Support Fund Leeds	23,513	-	23,513
DWP Flexible Support Fund Hull	14,630	-	14,630
Equality and Fairness Grant	-	10,000	10,000
HMP New Hall Counselling	63,020	-	63,020
HMP New Hall Key Worker Post	18,326	-	18,326
HMP New Hall/West Yorkshire PCC IDVA Violence Against Women and Girls	15,167	-	15,167
Humberside CRC (Purple Features)	12,626		12,626
Humberside PCC Covid Emergency Fund	25,000	-	25,000
IAPT	2,352	-	2,352
ISVA Sexual Violence	6,557	-	6,557
Kickstart Programme	-	17,617	17,617
Liaison and Diversion Services	93,936	-	93,936
Mentoring and Advocacy Service (NHS England HMPPS)	381,008	-	381,008
Local Victim Services Grant	-	26,280	26,280
Ministry of Justice Women's Contract Humberside	353,426	-	353,426
Ministry of Justice Women's Contract South Yorkshire	87,437	-	87,437
Ministry of Justice Women's Contract West Yorkshire	643,252	-	643,252
National Coalition Network	7,250	-	7,250
NHS Sheffield CCG	10,000	-	10,000
Sex Worker / DV Tender	5,248	-	5,248
Smallwood Trust Community Partners Hull	-	26,112	26,112
Smallwood Trust West Yorkshire	-	33,750	33,750
Social Prescribing	-	16,582	16,582
Somewhere Safe To Live LCC	20,667	-	20,667
South Yorkshire CRC	13,241	-	13,241
South Yorkshire PCC Violence Reduction Unit	-	(186)	(186)
Stage	-	35,311	35,311
Student Placements	1,120	-	1,120
Tampon Tax – Creating Community Connections	-	44,289	44,289
West Yorkshire CRC	41,339	-	41,339
West Yorkshire Violence Reduction Unit	-	35,000	35,000
Women's Live Leeds – Empowering System Change Project	-	8,583	8,583
Women and Girls Response Strategy	5,000	-	5,000
Women's Lives Leeds (WLL)	-	295	295
	1,852,973	413,017	2,265,990
Other Trading Activities			
Business Income	1,035	-	1,035
Profit on disposal of fixed assets	587	-	587
Total Income	1,938,802	413,017	2,351,819

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

2. Total Income (continued)

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and Legacies			
Donations	4,883	-	4,883
Ministry of Justice Grant	60,000	-	60,000
Hull Business Discretionary Grant	5,000	-	5,000
	69,883	-	69,883
Charitable Activities			
2Ridings Foundation	-	10,000	10,000
Big Lottery - Women and Girls (VIBE)	-	192,211	192,211
Comic Relief COVID	32,000	-	32,000
Comic Relief Restore	-	64,399	64,399
Comic Relief (Violence Against Women & Girls)	-	35,406	35,406
Equality and Fairness Grant	-	5,000	5,000
HMP New Hall Counselling	63,020	-	63,020
HMP New Hall Key Worker	19,164	-	19,164
Humberside CRC (Purple Futures)	59,349	-	59,349
Humberside PCC Counselling	-	5,276	5,276
Humberside PCC Covid Emergency Fund	9,873	-	9,873
IAPT	111	-	111
ISVA Sexual Violence	20,831	-	20,831
Liaison and Diversion Services	145,135	-	145,135
Mentoring and Advocacy Service (NHS England HMPPS)	378,730	-	378,730
NHS England Sexual Abuse	-	3,864	3,864
NHS Sheffield CCG	3,000	-	3,000
PCC Adverse Childhood Experience	-	9,597	9,597
Rank Women's Resilience Fund Hull	6,000	-	6,000
Smallwood Trust Community Partners Hull	-	28,888	28,888
Smallwood Trust West Yorkshire	-	33,750	33,750
South Yorkshire Community Foundation	5,000	-	5,000
South Yorkshire CRC	55,434	-	55,434
South Yorkshire PCC Violence Reduction Unit	-	14,816	14,816
Stage	-	134,182	134,182
West Yorkshire CRC	178,758	-	178,758
West Yorkshire CRC Domestic Abuse	22,231	-	22,231
West Yorkshire PCC Violence Against Women and Girls	21,000	-	21,000
Women's Lives Leeds Strategic Development	-	17,955	17,955
Women's Lives Leeds (WLL)	-	30,333	30,333
	1,019,636	585,677	1,605,313
Other Trading Activities			
Business Income	535	-	535
Total Income	1,090,054	585,677	1,675,731

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

3. Expenditure on charitable activities

	Charitable activities 2022 £	Support costs 2022 £	Total 2022 £
Charitable activities			
Staff costs	1,148,604	64,967	1,213,571
Training and recruitment	19,860	10,979	30,839
Travel and other staff costs	23,587	9,159	32,746
Customer costs – grant funded	35,787	-	35,787
Customer costs - other	-	31	31
Premises costs	97,827	50,061	147,888
Communication costs	3,511	33,029	36,540
Office costs	118,259	22,442	140,701
Insurance	594	6,017	6,611
Legal and professional	906	6,124	7,030
Accountancy	2,408	24,617	27,025
Consultancy	13,221	13,500	26,721
Depreciation	2,636	21,505	24,141
Project payments to partner organisations	214,410	-	214,410
Governance costs			
Auditor's remuneration	-	4,200	4,200
Trustees' expenses	-	71	71
Total expenditure	1,681,610	266,702	1,948,312

	Charitable activities 2021 £	Support costs 2021 £	Total 2021 £
Charitable activities			
Staff costs	1,083,567	15,126	1,098,693
Training and recruitment	16,331	2,315	18,646
Travel and other staff costs	11,787	4,898	16,685
Customer costs – grant funded	28,888	-	28,888
Customer costs - other	5,177	1,251	6,428
Counselling	28,502	-	28,502
Premises costs	122,078	15,535	137,613
Communication costs	12,164	21,925	34,089
Office costs	53,860	18,686	72,546
Insurance	780	6,929	7,709
Legal and professional	7,095	6,233	13,328
Accountancy	9,911	10,691	20,602
Consultancy	12,051	21,099	33,150
Depreciation	2,954	18,396	21,350
Bad debts	-	-	-
Governance costs			
Auditor's remuneration	-	4,200	4,200
Trustees' expenses	-	20	20
Total expenditure	1,395,145	147,304	1,542,449

All support costs are allocated to the sole charitable activity.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

4. Net income

This is stated after charging:	2022 £	2021 £
Depreciation of tangible assets:		
- owned by the charity	24,141	21,350
Auditor's remuneration – audit	4,200	4,200
Auditor's remuneration – non audit services	-	-

5. Staff costs

	2022 £	2021 £
Wages and salaries	1,089,301	995,428
Social security costs	89,270	83,104
Pension costs	35,000	20,161
Total Staff Costs	1,213,571	1,098,693

The charity considers its key management personnel to comprise the Chief Executive, the Regional Manager, 4 Centre Managers and 1 service manager. The total remuneration of the key management personnel was £258,408 (2021: £240,848).

5. Staff costs (continued)

The average number of persons employed by the charitable company during the year was as follows:

	2022 No.	2021 No.
Charitable work	47	46
Support staff	2	2
	49	48

The number of higher paid employees was:

	2022 No.	2021 No.
In the band £60,000 - £70,000	-	1
In the band £80,000 - £90,000	1	-

Pension payments in relation to higher paid staff amounted to £4,003 (2021 - £2,091).

The Trustees received no remuneration or benefits during either year.

No Trustee received reimbursement in respect of out of pocket expenses incurred during the year (2021 - £nil).

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

6. Tangible fixed assets

	Office equipment £	Computers £	Leasehold improvement £	Total £
Cost				
At 1 April 2021	23,581	116,233	24,408	164,222
Additions	2,148	12,147	-	14,295
Disposals	(20,329)	(42,809)	-	(63,138)
At 31 March 2022	5,400	85,571	24,408	115,379
Depreciation				
At 1 April 2021	23,581	78,250	24,408	126,239
Charge for the year	716	23,425	-	24,141
Eliminated on disposal	(20,329)	(41,636)	-	(61,965)
At 31 March 2022	3,968	60,039	24,408	88,415
Net book values				
At 31 March 2022	1,432	25,532	-	26,964
At 31 March 2021	-	37,983	-	37,983

7. Debtors

	2022 £	2021 £
Trade debtors	128,316	102,743
Accrued income	48,877	58,572
Prepayments	31,330	26,230
	201,523	187,545

8. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	47,159	71,774
Deferred income (note 8A)	19,865	69,704
Other creditors	9,068	6,721
Accruals	45,970	8,139
	122,062	156,338

8A. Deferred income	2022 £	2021 £
Deferred income at 1 April 2021	69,704	148,765
Amounts released from previous years	(69,704)	(148,765)
Income deferred during the year	19,865	69,704
Deferred income at 31 March 2022	19,865	69,704

Deferred income related to grants received where the recognition criteria have not yet been met.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

9. Funds of the charity

For the year ended 31 March 2022	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds:					
General funds	180,071	1,938,802	(1,550,195)	(351,514)	217,164
Designated funds					
Fixed asset fund	37,983	-	-	(11,019)	26,964
Contingency fund	179,400	-	-	-	179,400
New role of COO – consultancy support for bedding in new role	-	-	-	14,500	14,500
Development and review of finance functions including new finance manager support	-	-	-	22,000	22,000
Mobilisation contingency of new premises	-	-	-	56,500	56,500
Development of new training materials and Social media	-	-	-	45,500	45,500
Operating Leases – premises	-	-	-	84,500	84,500
Redundancy costs	-	-	-	110,000	110,000
Sinking Fund	-	-	-	24,500	24,500
	217,383	-	-	346,481	563,864
Restricted funds:					
Big Lottery - Women & Girls (VIBE)	9,876	126,132	(108,052)	-	27,956
Big Lottery – Women's Lives Leeds (WLL)	-	8,878	(8,878)	-	-
Comic Relief Restore	15,537	5,601	(6,402)	-	14,736
Comic Relief (Violence Against Women and Girls)	1,158	27,651	(28,809)	-	-
Equality and Fairness Grant	-	10,000	(10,000)	-	-
Humberside PCC Counselling	416	-	(416)	-	-
Kickstart Programme	-	17,617	(17,617)	-	-
Ministry of Justice Local Victim Services Grant	-	26,280	(28,213)	1,933	-
Smallwood Trust Community Partners Hull	-	26,112	(21,271)	-	4,841
Smallwood Trust West Yorkshire	22,112	33,750	(36,031)	-	19,831
Social Prescribing	-	16,582	(14,176)	-	2,406
South Yorkshire PCC Violence Reduction Unit	738	(186)	(552)	-	-
Stage	-	35,311	(36,896)	1,585	-
Tampon Tax - Creating Community Connections	-	44,289	(45,804)	1,515	-
West Yorkshire Violence Reduction Unit	-	35,000	(35,000)	-	-
	49,837	413,017	(398,117)	5,033	69,770
Total funds	447,291	2,351,819	(1,948,312)	-	850,798

During the previous year the Trustees designated funds to correspond with the value of fixed assets in order to ring fence these non-cash funds. This amount has reduced as the assets are depreciated.

Also during the previous year the Trustees created a contingency fund to cover operating leases and redundancy costs in the unlikely event that the Charity should need to close. These funds are not expected to be spent in the foreseeable future.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

9. Funds of the charity (continued)

For the year ended 31 March 2021	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds:					
General funds	288,128	1,090,054	(980,728)	(217,383)	180,071
Designated funds					
Fixed asset fund	-	-	-	37,983	37,983
Contingency fund	-	-	-	179,400	179,400
	-	-	-	217,383	217,383
Restricted funds:					
2Ridings Foundation	-	10,000	(10,000)	-	-
Big Lottery - Women & Girls (VIBE)	24,234	192,211	(206,569)	-	9,876
Big Lottery (Women's Lives Leeds - WLL)	-	48,288	(48,288)	-	-
Bromley Trust	1,031	-	(1,031)	-	-
Comic Relief Restore	-	64,399	(48,862)	-	15,537
Comic Relief (Violence Against Women and Girls)	616	35,406	(34,864)	-	1,158
Equality and Fairness Grant	-	5,000	(5,000)	-	-
Humberside PCC Counselling		5,276	(4,860)	-	416
NHS England Sexual Abuse	-	3,864	(3,864)	-	-
Smallwood Trust Community Partners Hull	-	28,888	(28,888)	-	-
PCC Adverse Childhood Experience	-	9,597	(9,597)	-	-
Smallwood Trust West Yorkshire	-	33,750	(11,638)	-	22,112
South Yorkshire PCC Violence Reduction Unit	-	14,816	(14,078)	-	738
Stage	-	134,182	(134,182)	-	-
	25,881	585,677	(561,721)	-	49,837
Total funds	314,009	1,675,731	(1,542,449)	-	447,291

Detail of the activities of the restricted projects is explained within the Trustees' Report.

Transfers are made from general funds to cover overspends.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

10. Analysis of net assets between funds

As at 31 March 2022	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2022 £
Tangible fixed assets	-	26,964	-	26,964
Net current assets	567,664	179,400	69,770	816,834
	567,664	206,364	69,770	843,798

As at 31 March 2021	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2021 £
Tangible fixed assets	-	37,983	-	37,983
Net current assets	180,071	179,400	49,837	409,308
	180,071	217,383	49,837	447,291

11. Operating lease commitments

At 31 March 2022 the total of the charity's future minimum lease payments under non-cancellable operating leases was:

	Land and buildings		Other	
	2022 £	2021 £	2022 £	2021 £
Amounts payable:				
Within 1 year	97,991	53,500	9,106	9,106
Between 1 and 5 years	87,308	125,375	7,133	16,239
Total	185,299	178,875	16,239	25,345

12. Related party transactions

One Trustee is employed by The West Yorkshire Community Rehabilitation Company, an organisation with whom the charity had a service delivery contract with. Total income recognised in the year from this contract amounted to £41,339 (2021 - £221,800). The transaction is considered to be at arm's length, with minimal independence issues arising, as the Trustee was not involved with the contract discussions for either party. The contract came to an end on 30 June 2021.

There are no further transactions with related parties which require disclosures

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2022

13. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net movement in funds	403,507	133,282
Adjustments for:		
Depreciation charge	24,141	21,350
Profit on disposal of fixed assets	(587)	-
(Increase)/decrease in debtors	(20,978)	(68,605)
(Decrease)/increase in creditors	(34,276)	(26,174)
Net cash provided by operating activities	371,807	59,853

14. Comparative Statement of Financial Activities (Including Income and Expenditure Account) for the year ended 31 March 2021

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income from:			
Donations and legacies	69,883	-	69,883
Charitable activities	1,019,636	585,677	1,605,313
Other trading activities	535	-	535
Total income	1,090,054	585,677	1,675,731
Total expenditure:			
Charitable activities	980,728	561,721	1,542,449
Total expenditure	980,728	561,721	1,542,449
Net income	109,326	23,956	133,282
Transfers between funds	-	-	-
Net movement in funds	109,326	23,956	133,282
Total funds brought forward	288,128	25,881	314,009
Total funds carried forward	397,454	49,837	447,291

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

England & Wales - Charity number 1128892

Accounts

DocuSign Envelope ID: 4FF2F6F1-B23A-4585-9B75-BEF28717C91E

Registered Charity Number: 1128892
Company Number: 06814757

Together Women Projects (Yorkshire and Humberside)

(A Company Limited by Guarantee)

Trustees' Report and Financial Statements

for the year ended 31 March 2021

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Together Women Projects (Yorkshire and Humberside)

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Together Women Projects (Yorkshire and Humberside)

Charity Information

Trustees
Elizabeth Bavidge (Chair)
Alexandria Bradley
Jennifer Coleman-Peers
Janice Colley
Alison Lowe
Rachel Richmond
Alison Torn
Claire Vilarrubi (Vice Chair)
Emma Wilson

Company secretary
Rokaiya Khan

Company number
06814757

Registered charity number
1128892

Registered office
13 Park Square East
Leeds
LS1 2LF

Chief executive officer
Rokaiya Khan

Senior management team

Francesca Fedele	Centre Manager (appointed May 2021)
Jillian Gledhill	Centre Manager
Jo Smith	Regional Manager
Carole Ashton	Centre Manager
Stevie Badak	Centre Manager (resigned March 2021)
Katy Holmes	Service Manager
Jo Collins	West Yorkshire area manager
Sally Egan	Strategic Capacity Development Worker

Independent Auditor
Naylor Wintersgill Limited
Chartered Accountants
Carlton House, Grammar School Street
Bradford
BD1 4NS

Accountants
Garbutt & Elliott Audit Limited
33 Park Place
Leeds
LS1 2RY

Bankers
Unity Trust Bank plc
Four Brindleyplace
Birmingham
B1 2JB

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Whitaker Firth
1 Manor Row
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BD1 4PB

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

The Trustees, who are also Directors for the purposes of Company Law, present their annual report together with the audited financial statements for year to 31 March 2021. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

CONSTITUTION

The charitable company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association in December 2006.

The charitable company is constituted under a Memorandum of Association dated December 2006 and is a registered charity, number 1128892.

The principal object of the charitable company is to educate and train and relieve poverty and sickness amongst persons in conditions of need, hardship and distress, particularly women who have offended or are at risk of offending by such charitable means as the Trustees may from time to time determine.

PUBLIC BENEFIT

We have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charitable company is the responsibility of the Trustees who are elected and co opted under the terms of the Articles of Association.
Trustees registered during this year include; -

Elizabeth Bavidge (Chair)
Alexandria Bradley
Jennifer Coleman-Peers
Janice Colley
Alison Lowe
Rachel Richmond
Alison Torn
Claire Vilarrubi
Emma Wilson

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The charity information at page 1 forms part of this Trustees Report.

Together Women Projects (Yorkshire and Humberside) (TWP) was established in December 2006 as a pilot demonstration project, funded by the Ministry of Justice, to provide services to women affected by the Criminal Justice System (CJS) and women at risk of offending. Following our very successful demonstration phase, TWP became an independent charity in April 2009. The company is governed under its Memorandum and Articles of Association approved by the Charity Commission.

Our charitable objects are set out in Article 3 of the Memorandum of Association and remained unchanged throughout the year.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

The Board is composed of individuals with a range of relevant skills and experience and both individually and collectively they exercise independent and objective judgement.

Following the 1st Lockdown in March 2020 the board have been meeting virtually and have continued this method throughout the year to agree and review strategy, oversee the operational and financial activities of the organisation and support the senior management team.

Under Article 3.5 of the Articles of Association, Trustees are elected to serve for a period of three years, after which they must be re-elected at the next AGM.

The Board of Trustees has overall responsibility for the governance and strategic direction of the organisation and TWP's constitution empowers the Trustees to take such steps as are necessary to achieve the charity's objectives and make appropriate arrangements for the sound management of its business.

Day to day management responsibilities are delegated by the Trustees to the Senior Management Team under the direction of the Chief Executive. The Chief Executive is managed by the Chair of the Board who provides leadership, professional support and an annual appraisal.

RISK MANAGEMENT

The Trustees assume responsibility for ongoing review of the risks facing the organisation. In this context, we define risk as the potential to fail to achieve our objectives and for loss, whether financial or reputational, inherent in the environment in which we operate.

The Board will consider the potential impact and likelihood of occurrence of any risks and these will be managed through reviewing the risk register annually.

The Trustees consider that TWP has procedures in place to maintain strong internal controls and are satisfied that the systems of financial control comply in all material aspects with the guidelines issued by the Charity Commission and are operating with sufficient effectiveness to provide reasonable assurance.

RELATED PARTY RELATIONSHIPS

None of the Trustees had any beneficial interest in any contract with the charity.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

Objectives

Together Women exists to support vulnerable women and girls. We have come a long way since we were commissioned by the Ministry of Justice to demonstrate a radical new approach to meeting the needs of women affected by the CJS and those at risk of offending. Whilst we continue to specialise in supporting women in CJS we recognise the need for early intervention and to widen our remit to supporting vulnerable women and girls with multiple complex needs.

We are driven by a vision of a fairer deal for vulnerable women, in which our society responds more effectively to those at risk of offending and those already within the Criminal Justice System. Our mission is to address individual needs to break the cycle of offending behaviour that many women can become trapped in and to change the lives of those we work with by pioneering new approaches that reduce the use of custody.

ACTIVITIES FOR ACHIEVING OBJECTIVES

Together Women is a regional women-only organisation that provides holistic trauma-informed gender specialist support to vulnerable women and girls and those affected by the criminal justice system (CJS). We work in prisons, approved premises, hostels and the community and support women leaving prison. We run 5 women centres in Leeds, Bradford, Sheffield, Hull and HMP Newhall including diversion schemes for women at an early stage of involvement in the criminal justice system, including Mentoring and Advocacy support for high risk women experiencing personality disorders.

Our combined services provide women with support around advocacy, complex needs, domestic and sexual violence, housing, mental and physical health, parenting and substance misuse. All our work is delivered on a one to one or group work basis putting the women at the heart of any support they receive as we guide them through a range of support services.

Our women require trauma-informed approaches in gender-sensitive environments. Their histories often mean women have lost trust in established services. In addition to practical advice, many women benefit from emotional support from workers who they can build relationships with, connect them to services and prevent them becoming 'lost' in the system.

To date, TWP has demonstrated that its gender specific approach and holistic model of support improves outcomes for women, tackles offending behaviour, reduces re offending and diverts women from custody and the Criminal Justice System. It also improves parenting skills, increases employability and brings wider benefits to families and communities.

We strive to ensure we always provide high levels of service whilst maintaining our personal touch. We have developed new partnerships, new schemes and new services which enhance the support available to women with complex issues across the region. Our support model is flexible, responsive and dynamic and as a result, so is the service as a whole. Providing a customer focused service is central to the ethos of the organisation and we are proud of the variety of services we offer.

What we achieved in 2020/21

2020/21 has been a particularly challenging year with the pandemic and in March we took the decision to temporarily close our community women centres and have been incredibly creative and flexible during this crisis to continue to support women in our local communities, adapting and finding new ways to work utilising technology and social distancing measures.

We continued to support women remotely until July 2021 after which we tentatively reopened our centres to support particularly vulnerable women face to face in a safe way.

For many women the complexity of this experience and the interface between the specific challenges of lockdown and their pre-existing needs and vulnerabilities is extremely complex, which has intensified the negative impact of lockdown.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

We have seen a huge increase in our services over the past 12 months and have used our existing skills, expertise and experience of staff within our women centres, and our models and programmes which have proven effective and have ensured sensitivity to, and an appropriate response, whether through a specialist group work programme, or through one-to-one support, that complexities compounded by age, sexuality, culture, religion or disability have been responded to in a specific and appropriate way.

The Reducing Reoffending Third Sector Advisory Group (RR3) has set up a Special Interest Group (SIG) on Covid-19, in order to formally channel policy suggestions to the government on how they can protect people in contact with the criminal justice system and their families, and ensure the future of the voluntary sector working in criminal justice. Together Women have been represented on this group and we will ensure that our women's voices are heard.

Probation dynamic framework - The Ministry of Justice (MoJ) launched its probation reform programme - qualification for the dynamic framework commenced in July 2020. The dynamic framework is the mechanism that was used to procure rehabilitation and resettlement services for people under probation supervision and following months of engagement in this process Together Women were successful in securing all its women's services contracts across West Yorkshire, Humberside and South Yorkshire.

Leeds
As with all our women centres, Leeds closed at the start of the financial year due to the Pandemic. To ensure the women continued to receive the critical support needed, staff were transferred to an enhanced delivery model that entailed working from home, with a tailored package of support delivered through telephone calls and zoom meetings. Staff wellbeing throughout this challenging period remained a priority and additional support provisions were put in place including clinical supervision, increased 1-1 and peer support and regular organisational consultations.

WY CRC - This scheme is delivered across Leeds, Bradford, Kirklees, Calderdale and Wakefield and consists of RAR activities being delivered to women who are complying with community orders. Those managed by the NPS (and therefore deemed higher risk of re-conviction and harm) can be referred for the same package of support – Managing My Emotions, Building Better Futures and Star. Despite the challenges of the first quarter, we saw an increase in referral numbers and engagement, as women sought increased support as some front-line services reduced or diminished altogether. The CRC contract exceeded all performance targets at year end in West Yorkshire, having worked with **691** women in total and closing **482** with positive outcomes – all ahead of the re-unification of the National Probation Service scheduled for June 2021.

Liaison and Diversion - Our Partnership with Liaison and Diversion (L&D) has continued to grow throughout the year and we remain well established within the L&D teams, providing the female pathway of support to women who are arrested for low level offending. Throughout the year 2020 – 2021 **380** women were assessed and signposted onto specialist support. The most common identified needs for this cohort were mental health **(78%)** and victim of abuse **(51%).** Positively, Wakefield Council commissioned a court liaison post during this period and 3 additional Navigator posts across Leeds, Bradford and Kirklees. The Navigator posts are designed to support the wider CRC team in managing complex cases that are high risk of re-conviction and re-call to custody.

This year we delivered the restore project, funded through Comic Relief and in place to support the women referred via Liaison and Diversion. The support provided was tailored at diverting women away from further criminal activity and reducing the likelihood of re-arrest. In total, this scheme supported **126** women.

Accommodation pathway - We have focussed on the accommodation pathway this year, working with Yale Housing Ltd on a joint pilot proposal in association with Leeds City Council, to provide high quality, secure, supported accommodation to **20** women who are currently housed in hotels. We hope to offer some of the most complex and vulnerable women in Leeds safe, affordable housing. Together Women, Basis and Leeds Women's Aid have also been working collaboratively to provide choice-based, secure and long term housing for women with complex needs. The combined expertise of all 3 organisations ensures the ability to offer customers bespoke, gender-specific services to support them in all aspects of their lives, including help to

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maintain their tenancies. We have lobbied for a gendered perspective to the Leeds Homelessness Charter and submitted partnership bids to the Frontline Network and Commonweal to develop our work in housing and accommodation.

Women's Lives Leeds (WLL) - During 2020-2021, Women's Lives Leeds (WLL) Alliance expanded to include SARSVL (Support after Rape and Sexual Violence Leeds) and Joanna Project, a charity which supports women who work in the sex industry, and WLL now has 12 member organisations. WLL is now hosting the new West Yorkshire Improving Women's Lives Network - co-Chaired by Rokaiya Khan, Kate Jowett, Criminal Justice Advisor to the Mayor and Deputy Mayor for Policing and Crime and Sarah Cooke of Kirklees Better Outcomes Partnership – as a platform to progress the women's agenda across West Yorkshire and link into the newly-elected WY Mayor's Safety for Women and Girls election pledge and programme.

Bradford
Our work in Bradford continues to align with our services in Leeds, as many contracts are West Yorkshire wide. As with all our premises, we took the decision to close in March 2020 following government advice and all staff were supported to work from home. Bradford is a delivery site for our STAGE project (detailed below), therefore additional support mechanisms were needed to manage the emotional welfare of staff working on this contract. Our partnership work with CGL (to offer gender specific testing) will re-commence as we return to some normality in the next financial year.

IAPT - This scheme has been heavily affected by the pandemic, with customer groups being cancelled and organisations moving to a lone working (from home) model. It is most effective when delivered to groups of staff / customers and so the decision was made to pause delivery until the next financial year (April 2021 onwards). Bradford District Care Trust (Commissioners) suspended all contractual targets for all partners across the Bradford District.

Smallwood Trust - During this financial year we have been delivering a number of modules linked to financial independence, confidence building and becoming ready for Education and/or employment. This scheme is funded through The Smallwood Trust (Barclays Bank) and is a two year project. These sessions have been very well received by the women with a total of **136** sessions being delivered to **40** women. As a resource, this has been invaluable at a time when 1-1 sessions have been the preference, as they are easily delivered over the phone.

STAGE - STAGE is an innovative partnership approach to working with women with lived experience of sexual exploitation. We have delivered this scheme over a two year period with 6 women's organisations, funded through the Tampon Tax across Yorkshire and the North East. Across all of our delivery sites (Bradford, Sheffield and HMP New Hall) we have continued to support a caseload of **15** women in each area at any one point (due to the complexity of cases) with a total of **340** light-touch interventions being completed, one-one and group work activities, alongside advocacy and referral into specialist services.

All the women engaged in the STAGE project demonstrated progress in one or more of the outcomes the project aspired to achieve; Improved mental well-being and resilience, reduced risk of physical and mental harm, existing sexually abusive and exploitative situations, improved contact with children and family, reduction in problematic substance misuse, increased access to specialist support, increased ETE, increased understanding of sexual exploitation and the impact of that on themselves.

As we reflect on the end of the project, key learning includes;

- There is a lack of support services for adult women who have experienced CSE as many choose to report incidents many years after they take place. Most services are designed for 16years and under.
- There is a need for statutory services to bridge the gap for 16-18yr olds as women navigate their way through the disclosure and reporting process.
- Some women have gone on to commit crime; a history of violent behaviour can restrict access to services regardless of whether it is caused by trauma, manifesting itself into PTSD, anger and aggression.
- Gender specific support provided by a consistent case worker has enabled women to feel safe and supported. Women on caseload report that they fundamentally mistrust men.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

- The Global pandemic landed on top of an existing pandemic; one of apathy towards violence against women and girls. The National and local lockdown restrictions led to further exploitation of women and girls through sexual, domestic and financial abuse. The risk of relapse to substance misuse increased during lockdown.
- Housing remained a consistent issue faced by women on the CSE caseload; lack of emergency housing for women fleeing violent relationships; women being re-housed near perpetrators and living in communities that are unsupportive.
- Challenging Isolation: STAGE has implemented group work over the two years which has helped isolated women to socialise in a safe, positive gender specific environment where staff are trauma informed. Never has it been more important as we try to rebuild from lockdown restrictions.

The case workers are leaving a legacy of new access routes into crisis and ongoing support for women exiting the project. The project and Prevalence of STAGE Case Workers within multi-agency groups has raised awareness of the needs of adult women who have experienced CSE at some point in their lives and there is now an exhaustive network of partner organisations that will continue to provide support to women including; My Wellbeing College, Changing Lives, Integrated Through the Gate, Bridge, Liaison and Diversion, National Probation Service, Horton Housing, Community Mental Health Teams, First Response Crisis Teams, Care Leavers support, Change Grow Live, Victim support, Karma Nirvana and counselling.

Sheffield

Sheffield continues to be at the forefront of delivering gender specific services across the city, and are well established as leaders in the field of working with women and girls, in particular those presenting with multiple, complex needs. We continue to have close partnerships in place with other service providers within the VCS and with Sheffield City Council, whilst developing new strands of work that will benefit the women and girls we support. In the past year we have collaborated with local clinical commissioning groups to promote engagement with the Covid-19 vaccination programme across the city. We continue to deliver a variety of contracts that support our core aim of diverting women from offending behaviours; whilst developing new services for young women across Yorkshire and the Humber.

VIBE – Voice Influence Be Empowered – Big Lottery funded project

During the course of last year the VIBE project entered its final stage of implementation, otherwise referred to as Phase 3, aimed at spreading and embedding the VIBE model of working with young women and girls that Together Women has developed, across women's organisations and educational settings in England and Wales.

The beginning of phase 3 coincided with the country entering the first national lockdown and Together Women staff and volunteers had to adapt to a different delivery model. Group sessions moved entirely online, and young women and girls participated weekly in VIBE '*Have your Say'* sessions, Brunch meetings, GEMS Cafe and Creative Writing sessions, facilitated by the VIBE Worker and Champion. The Chances programme, where 'Chances' refers to groups / sessions delivered by young women, with the aim of addressing key barriers to wellbeing, as identified by young women themselves, also moved online. We delivered to groups from 3 Sheffield schools between January and March.

The Peer on Peer (POP) Campaign called Rewind #mindthesigns, took the form of graphic novel which was shared in instalments on Facebook, Twitter and Instagram over a 4 month period. The Rewind #mindthesigns Campaign Report showed the success in terms of reaching and engaging young women and girls: *'The campaign's success on Facebook was mirrored in other social media, including Twitter with a total of **126,000** Tweet Impressions in the course of the campaign, and Instagram where engagement and reach grew steadily over the 4 month period.'*

In July 2020, the VIBE Champion, in collaboration with Chillypep, a Sheffield based young people charity, as part of the Children and Young People's Partnership Network (CYPPN), ran a research initiative online called 'YOUTH VOICE MATTERS', aimed at collecting feedback from children and young people on how Covid-19 impacted on them, how they felt about lockdown, what support helped and what young people needed next. The Network consists of 60 voluntary and community

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organisations who work with children and young people. It represents a wide range of communities and areas within Sheffield. The debate and the report that followed, ensued calls for action from Sheffield City Council. It was the first time in the current crisis that young people from different organisations came together to share their experiences. There were **14** young people from Together Women.

CRC contract - Sheffield have continued to deliver the female pathway of the CRC contract, with a total of **177** women being referred during this period.

From April 2020 to August 2020, CRC work was undertaken by the CRC hub worker from home, providing 1-2-1 support over the phone as well as outreach work. This included door step visits to the most vulnerable and 'at risk' women and providing food/toiletries/clothes and mobile phones. As a result, we saw a huge increase in referrals, with the Key Worker supporting a caseload of **85** women in the community over the lockdown period. Group sessions continued on a weekly basis, facilitated via Zoom from April 2020 to Dec 2020.

Upon staff's re-location back to the Women Centre in August this support continued, with customers receiving face to face contact based on their circumstances and risk of harm.

Women have presented with multiple needs; but the main areas of concern remain access to mental health provision which stands at 12-18month waiting time and the lack of accessible social housing. Many of our customers have been placed in temporary/emergency accommodation for the duration of April 2020 to March 2021, we continue to work with providers and advocate on behalf of the women.

STAGE – In Sheffield there has been the pressure of the pandemic, but also the additional challenge of the STAGE worker being on long-term sick leave. Women who were active on Stage have been supported by the wider Sheffield and Stage team via telephone and group work support. As staff returned to the office in August (rota basis) Stage women started to access the centre on an appointment basis only. In Sheffield we have noticed an emerging theme around isolation, due to relationship break downs, either through fleeing domestic abuse and/or exploitative situations.

We have been reactive in Sheffield to the significant increase in the number of women needing food deliveries, as food banks were reduced and/or diminished. Throughout this period we supported **19** women on a regular basis with basic necessities by providing food parcels, increased access to practical, financial and accommodation support.

Hull
As with many of our women centres, Hull identified a dramatic decline in the mental health of women throughout this period, largely as a result of the pandemic. It is evident from our data that for many women, the complexity of Lockdown and the interface between its specific challenges and their pre-existing needs and vulnerabilities has been detrimental to their emotional and physical wellbeing. The waiting list for counselling increased to 6m from approximately 3 weeks. To manage the demand and increase resources, 8 trainee counsellors were recruited alongside funding applications being submitted to the Ridings Foundation and the PCC/MOJ COVID Response fund. This enabled a fully trained counsellor to be recruited for complex mental health needs, alongside a member staff who was employed to convert all mental health tool kits and resources to be affective over zoom and telephone contact.

CRC - The CRC key workers successfully drove the delivery of the contracted RARs forward, with **188** women receiving support and **180** closed with positive outcomes against a target of **120 (150%)**. Managing My Emotions, Build Better Solutions and STAR were converted to alternative delivery methods to maintain engagement, whilst the MOJ project team closely monitored delivery throughout the year. Our overarching aim was to support women to achieve their RAR's and complete their community sentences and positively, by 31/03/2021 we had exceeded all contractual targets including referrals, starts and positive outcomes.

Comic Relief – VAWG - Delivery of the Comic Relief VAWG contract was adapted as a result of COVID-19, as we took the decision to suspend the work that had been planned to recruit ex-customers back into the women centre to volunteer. Comic Relief have remained a flexible funder and accepted that this element of the work is likely to be re-visited in the future.

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The team gradually came back to the centre from May 2020, using a variety of rota's and adaptations which ensured the mental health of the team was supported. Purple Futures offender managers returned to the office from July 2020 on a rota system, as we developed further safe working practices to accommodate them. The team also benefited from Comic Relief emergency funding, which allowed us to offer further support to the domestic abuse victims that our qualified Independent Domestic Violence Advocate (IDVA) was supporting, which totalled **150** women during the year.

New Hall Prison
This year has been particularly challenging for the women located in HMP New Hall and the staff team in place to support them. The pressures of lockdown and the lack of movement into and out of custody has meant that many women have experienced a reduced support network and limited time with family. Face- Face contact was restricted for many months whilst staff supported women via in –cell telephones. Together Women remained in the prison throughout the pandemic to offer the women much needed practical and emotional support, as many services withdrew completely.

Sex Work DV scheme – This contract, funded via the West Yorkshire CRC will end in June 2021 as part of the probation re-unification. We have exceeded all contractual targets throughout the year (**32** on caseload at any one time) but unfortunately, the delivery of the Freedom programme, which forms part of this service has been temporarily placed on hold whilst restrictions are in place.

VAWG - The Violence against Women and Girls project was originally funded via the Home Office in partnership the Police and Crime Commissioners office (OPPC). Following the successes of 2019-2020, it was agreed that the prison would continue to part fund the scheme with The OPCC for this financial year. The VAWG screening tool is aimed at capturing each reception into custody to identify risk related to Domestic Abuse. Many women do not recognise abusive behaviour and therefore decline support when initially asked. During the year a total of **818** women were received into custody with **213** women completing the VAWG assessment (this is in addition to those accessing our other support services in custody).

ISVA (Independent Sexual Violence Advocate) – The role of ISVA was identified as a gap in New Hall prison, where many women report experiences of Sexual Violence in the community whilst they are in receipt of support in custody. Through partnership work with the Integrated through the Gate Team (ITTG), we were able to fund a post that worked specifically with this cohort, to manage risk on exit into the community and report any abuse whilst receiving advocacy and support.

IDVA (Independent Domestic Violence Advocate) – A qualified IDVA has continued to provide tailored support to women affected by domestic abuse. This has entailed risk management, referral to community MARAC, advocacy and support with the reporting process and support with emotional wellbeing and confidence building.

Counselling – Together Women still provide 1.8 FTE counsellors to HMP New Hall, to support residents who have experienced/experiencing trauma, domestic / sexual violence (past and current), loss and issues linked to attachment. The service continues to offer long and short term counselling and during this reporting period, received **320** referrals with **1115** sessions being offered to the women. The demand for counselling has been exacerbated as a result of the pandemic but our delivery model was adapted to in-cell contact to ensure the women continued to have access to this service.

STAGE - The New Hall STAGE worker left during this period and we took the decision to base the replacement worker in the Bradford Centre with an in-reach model of support for women located in the prison. This was partly due to the use of in-cell phones (Enhanced Delivery model), but also the time that clearance and vetting processes take. All women disclosing CSE were identified via way of referral, self-referral or through the VAWG Screening tool and allocated the appropriate community case worker.

Mentoring and Advocacy Service
The Mentoring and Advocacy Service (MAS) is a vibrant, responsive and dynamic provision supporting women with complex needs through their pathway of care and management in custody and the community.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

This financial year has brought about its own challenges with COVID-19 lockdown restrictions and adapting to new ways of working. We have been creative and flexible in our approach in order to continue to support women in a therapeutic, trauma informed way.

We have placed great emphasis on supervision and training of staff in order to retain and develop keyworkers. This has allowed us to come together in new ways as a team in meetings and group reflective practise to create a cohesive, supportive and motivated team. The value placed on staff this year has resulted in very few staffing changes and therefore greater consistency for the women they support.

Our engagement has evolved this year, from face to face to online, face time, phone calls, zoom, socially distanced meetings, door step drop offs, WhatsApp groups, newsletters, distraction packs, art and craft sessions, competitions and social media. We have embraced this shift and as a team have reached out to more women, covering a greater area and created opportunities for women to engage with, contribute and feel part of a service that has empathy and understanding of their individual circumstances. The team has strived every day to be available and present for the women, despite juggling their own challenges in their home environment and it is a testament to the team that we have had **95** women successfully complete the service this year.

Throughout 2020/2021 the service received a total of **159** referrals

The reduction in custody referrals from **96** in 2019/20 to **48** in 2020/21 has been impacted by a few factors, one of those being the closer of the CARE programme in HMP Newhall. CARE referrals accounted for 21 of the overall referrals for the year. In additional to this we have seen less movement in custody settings with in cell calls being the main means of communication, less residents on Rivendell unit as well as limited access for keyworkers in HMP Styal and Low Newton. Of the **121** closures during this financial year, we have had **95** successful completers, which equates to **78.5%** of the overall closures.

The highlight for MAS this financial year has been the continued, positive engagement with the women and the resilience and strength many women have shown. Some women having surprised themselves by coping without wrap around support; and developing coping skills that they didn't believe they possessed.

VOLUNTEERS Due to the pandemic and the women centres being closed for a number of months we have been unable to offer volunteering opportunities and hope to pick this up again next year.

CUSTOMER FOCUS –

Critical to TWP's success is the extent to which customers are involved in the design, delivery and evaluation of services. We believe that placing customers at the core of our service ensures that all of our activities are geared to achieving the best possible outcomes for the women we work with. The women TWP work with often have a complex set of inter related needs. There may be one or two primary needs but progress on these cannot be made if other underlying issues are not properly identified and addressed. Our consultation methods ensure that women are involved from the outset in defining their own needs and exploring what can be done to tackle the problems associated with those needs. This ensures that the woman herself is in control and is supported to make change at her own pace.

Customers are asked to take part in key processes and activities at TWP including reviewing policy, staff recruitment, volunteer training and organising events. All customers are invited to take part in their centre through service user involvement groups and are offered an opportunity to progress towards the role of a volunteer or mentor within the organisation.

OUR PEOPLE

Our people are our greatest asset and the Trustees are proud of the excellent work Together Women colleagues undertake. It is this confidence in the quality of our teams that drives our belief in the

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achievability of our ambitious strategic and development plans. We pride ourselves on developing colleagues to work to their full potential and on being able to offer opportunities for them to learn and increase their knowledge base. This year all colleagues have undergone a full personal development review alongside a training needs analysis, the findings of which will inform the training available to them all. We are grateful to our wonderful staff teams across the north who are totally committed to Together Women's model of support. Relationships are vital to the success of women's services; the passion, knowledge, patience and experience brought by our key workers is truly inspirational.

This has been the most challenging year in our history, yet despite this our work has continued and developed. This is entirely due to the commitment and dedication of the staff and volunteers who have worked tirelessly to ensure the safety and support of everyone in the organisation. The awarding of new contracts to us at such a time reflects recognition of this and our capacity to deliver.
I cannot speak too highly of the senior management team and their work in finding creative solutions to ongoing and fast changing situations.
Without the strategic vision of the Board we would not be able to deliver such high-quality work and I am grateful to them all for giving us the benefit of their professional experience and skills. Liz Bavidge (Chair)

Future -

Whilst we have been incredibly creative in our delivery model we recognise the need to offer our services on a one to one basis and to that end we have now started to fully open our services to all women whilst continuing to ensure the safety of all our staff, women and visitors. We are also keen to learn from our delivery model last year and continue to offer some of the creative ways of engaging in services. We will ensure a rich mix of services are offered to our women so that many more women are able to access the vital support they require.

The silo-ed approach to support during the transition out of lockdown and readjustment to the 'new normal' will not be adequate in helping women make sense of, untangle and address their practical, physical and emotional needs. It is important then that our model is rooted in the concept of holistic, women-centred support available to all women across different intersectionality's and vulnerabilities.

The new Probation women's contracts that have been commissioned over the next 4 years have brought a greater degree of financial stability for the organisation and new partnerships with a number of new providers.

FINANCIAL REVIEW

Our model for financial management is to ensure we maintain stability and sufficient funds to safeguard ongoing investment in the critical elements of our strategic plan.

Financial policies and procedures form the framework upon which decisions for expenditure are made and we have developed a clear schedule of delegated authorities, which has been reviewed by the Trustees. Monthly management accounts are produced for Centre Managers to monitor budgets and review the team's expenditure. The CEO reviews all management accounts and detailed financial information is given to the Board on a quarterly basis.

The finance function continues to work effectively with reports being produced by schemes for better management and control of budgets. We are exploring other financial reporting systems that will give us better access to more detailed information next year.

FINANCIAL POSITION

The yearend position shows), we have again managed to maintain a strong balance sheet with a number of positive changes in the year. The total funds at the 31 March 2021 were £447,291 (2020: £314,009) of which £217,383 (2020: £nil) is designated and £180,071 (2020: £166,382) is unrestricted.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

RESERVES POLICY

The board has agreed that the free reserves of the organisation, defined as the net current assets that are neither restricted nor designated for specific purposes less any capital commitments, should be sufficient to provide a reasonable working balance to meet commitments as they become due whilst recognising the possible delays in receipt of grants and other income due. It is considered that given 75% of annual turnover relates to staff costs, the reserves target is best expressed in terms of payroll months. It is therefore reasonable that, under current circumstances, the free reserves should be the equivalent of 4 months payroll costs.

Using the average monthly payroll costs from the 2021/22 organisation budget, free reserves should be in the region of £400K. As at 31 March 2021 non-designated free reserves (excluding functional tangible assets and capital commitments) stood at £221k which is a shortfall against the reserves policy.

GOING CONCERN

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

PAY POLICY FOR SENIOR STAFF

The aims and objectives of our pay policy is to offer fair pay to attract and retain appropriately qualified staff to lead, manage and support/deliver our charities aims and objectives. The Trustees are responsible for setting the remuneration for senior management staff and they ensure informed decisions as well as adherence to the organisations governance and constitutional arrangements are fully considered.

In deciding and setting the pay scales for senior staff the Trustees consider the following; -

- The purpose, aims and values of the organisation and our beneficiaries
- The types of skills, experience and competencies that our organisation requires from its senior executives, the specific scope of these roles and the link to external comparable pay scales.
- The organisations current business plan and how the implementation of this plan may affect the number of senior staff we need to employ or recruit and the nature of those roles.
- The organisations ability to pay, this includes the cost to the charity of raising pay, and whether it is sustainable and how appropriate the level of pay/pay increase is and is measured against the needs of the organisation and its beneficiaries.

ACCOUNTABILITY

TWP Board: the governing body for the whole of TWP. Trustees have ultimate responsibility for ensuring TWP is solvent, well run, and meeting the needs of TWP customers.

EQUALITY AND DIVERSITY

TWP is committed to eliminating discrimination and encouraging diversity amongst our Trustees, our employees and our customers. Our aim is that we will be truly representative of all sections of our society with each colleague feeling respected and able to give their best and our customers receiving culturally sensitive services. A number of examples of this are cited in the main body of this report and highlight the diversity of the women accessing our services.

FUNDRAISING

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. The legislation defines fundraising as "soliciting or otherwise procuring money or other

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property for charitable purposes". The charity does not actively raise funds from the public either directly or via use of an agent.

Given the nature of the funding of the charity the Trustees consider that it remains appropriate not to be voluntarily bound to be regulated by the Fundraising Regulator.

The charity has received no complaints in relation to fundraising activity for the year under review.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Together Women (Yorkshire and Humberside) for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

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Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

Auditor

Garbutt & Elliott Audit Limited resigned as auditors during the year in order to maintain independence when Garbutt & Elliott LLP took on the outsourced finance function. Naylor Wintersgill Limited were appointed in their place and have expressed a willingness to be reappointed at the next AGM.

The Trustees' Report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Trustees, in their capacity as Directors, hereby approve the Trustees' Annual Report which was approved by the Board on …… and signed on its behalf by:

DocuSigned by:
Elizabeth Bavidge
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Elizabeth Bavidge
Chair

DocuSigned by:
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Claire Vilarrubi
Vice Chair

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Together Women Projects (Yorkshire and Humberside)

Independent Auditor's Report to the Members of Together Women Projects (Yorkshire and Humberside)

Opinion

We have audited the financial statements of Together Women Projects (Yorkshire and Humberside) (the 'Charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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Together Women Projects (Yorkshire and Humberside)

Independent Auditor's Report to the Members of Together Women Projects (Yorkshire and Humberside)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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Independent Auditor's Report to the Members of Together Women Projects (Yorkshire and Humberside)

Irregularities, including fraud, are instances of non-compliance with laws and regulations.
We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the Company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to breaches of UK law and we considered the extent to which non-compliance might have a material effect on the financial statements of the Company. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure or increase the capital position of the Company, and management bias in accounting estimates and judgmental areas of the financial statements such as the recognition of income. Audit procedures performed by the engagement team included:

- Discussions with directors including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing relevant meeting minutes;
- Reviewing of correspondence in so far as they related to non-compliance with laws and regulations and fraud;
- Procedures relating to the recognition of income;
- Identifying and testing journal entries, in particular any journal entries posted with unusual account combinations, posted on unusual days, posted by infrequent users, posted by senior management or posted with descriptions indicating a higher level of risk;

There are inherent limitations in the audit procedures described above and the further removed non-·compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

DocuSigned by:
Alison Whalley
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Alison Whalley (Senior Statutory Auditor)
for and on behalf of Naylor Wintersgill Limited
Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

Naylor Wintersgill Limited is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

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Together Women Projects (Yorkshire and Humberside)

Statement of Financial Activities (including Income and Expenditure account) for the year ended 31 March 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies		69,883	-	69,883	-
Charitable activities		1,019,636	585,677	1,605,313	1,411,899
Other trading activities		535	-	535	8,012
Total income	**2**	1,090,054	585,677	1,675,731	1,419,911
Total expenditure:					
Charitable activities	**3**	980,728	561,721	1,542,449	1,397,163
Total expenditure		980,728	561,721	1,542,449	1,397,163
Net income	**4**	109,326	23,956	133,282	22,748
Transfers between funds	**9**	-	-	-	-
Net movement in funds		109,326	23,956	133,282	22,748
Total funds brought forward as previously stated		166,382	147,627	314,009	291,261
Prior period adjustment		121,746	(121,746)	-	-
Total funds brought as restated		288,128	25,881	31,4009	291,261
Total funds carried forward	**9, 10**	397,454	49,837	447,291	314,009

All income and expenditure derives from continuing activities.

A fully detailed Statement of Financial Activities for the year ended 31 March 2020 is shown at note 14 to the financial statements.

The notes on pages 21 to 33 form part of these financial statements.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

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Together Women Projects (Yorkshire and Humberside)

Balance Sheet as at 31 March 2021

	Notes	2021		2020 (as restated)	
		£	£	£	£
Fixed assets					
Tangible assets	**6**		37,983		37,640
Current assets					
Debtors	**7**	187,545		118,940	
Cash in bank and in hand		378,101		339,941	
		565,646		458,881	
Creditors: Amounts falling due within one year	**8**	(156,338)		(182,512)	
Net current assets			409,308		276,369
Net assets			447,291		314,009
Charity funds					
Restricted funds	**9**		49,837		25,881
Designated funds	**9**		217,383		-
Unrestricted funds	**9**		180,071		288,128
Total funds	**10**		447,291		314,009

These financial statements have been prepared in accordance with the provisions applicable to small companies within part 15 of the Companies Act 2006.

The financial statements were approved and authorised for issue by the Trustees on …… and signed on their behalf by:

DocuSigned by:
Elizabeth Bavidge
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Elizabeth Bavidge
Chair

DocuSigned by:
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Claire Vilarrubi
Vice Chair

The notes on pages 21 to 33 form part of these financial statements.

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Together Women Projects (Yorkshire and Humberside)

Cash Flow Statement for the year ended 31 March 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash provided by operating activities	**13**	59,853	73,438
Cash flows from investing activities			
Purchase of tangible fixed assets		(21,693)	(15,829)
Net cash used in investing activities		(21,693)	(15,829)
Change in cash and cash equivalents in the year		38,160	57,609
Cash and cash equivalents at the beginning of the year		339,941	282,332
Cash and cash equivalents at the end of the year		378,101	339,941

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charity information
The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company. The address of the registered office is 13 Park Square East, Leeds, LS1 2LF..

Basis of Preparation of financial statements
The financial statements have been prepared on a going concern basis in accordance with Accounting and Reporting by Charities: 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 (FRS102) (effective 1 January 2019) ("Charities SORP (FRS102)"), the Financial Reporting Standard applicable in the UK and Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

Together Women Projects (Yorkshire and Humberside) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in sterling which is the functional currency of the charity. Monetary amounts on these Financial Statements are rounded to the nearest £1.

Going concern
The directors have considered all factors, including Covid-19 and the wider economy, as part of their assessment of going concern. Although the current economic climate creates both cashflow and profitability risks for the charitable company, the directors believe on balance that they have sufficient resources to enable trading to continue for a period of at least one year from the date of approval of the financial statements, on the basis of information currently available to them as at the point of approving these.

Fund accounting
Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. Unrestricted finds earmarked for particular purposes by the trustees are designated as separate funds. The designation has an administrative purpose only, and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income
All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from charitable activities is recognised on an accruals basis. Grants and other income are recognised in the year in which entitlement exists and the amount can be measured with reasonable certainty and measurability. The value of services provided by volunteers has not been included in these accounts.

Investment income related to bank interest is recognised on a receivable basis.

Income is deferred when the provider specifies that the grant or donation must only be used in future accounting periods.

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1. Accounting Policies (continued)

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any VAT on costs. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource. The majority of overheads have been apportioned on the basis of headcount because that is the main driver of costs it the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs, separately identified, are those costs that relate to meeting the strategic constitutional and statutory requirements of the charity as opposed to the costs of day to day management or charitable activities.

Employment costs
The costs of short-term employee benefits are recognised as a liability and an expense.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension costs
The company operates a defined contribution pension scheme, the assets of which are held separately from those of the company in an independently administered fund. Contributions payable for the year are charged in the Statement of Financial Activities.

Operating leases
Rentals under operating leases are charged to the Statement of Financial Activities account on a straight line basis over the lease term.

Tangible fixed assets and depreciation
Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Office equipment	3 years straight line
Computers	3 years straight line
Leasehold improvements	straight line over the term of the lease

Financial instruments
The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity held for working capital. Bank overdrafts are shown within borrowings within current liabilities.

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1. Accounting Policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid.

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Impairment losses are recognised in the income and expenditure account.

Creditors, loans and provisions
Creditors, loans and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

Taxation
The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Critical accounting estimates and judgements
In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

After review the Trustees consider that there are no critical estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the financial statements.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

2. Total income

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and Legacies			
Donations	4,883	-	4,883
Ministry of Justice Grant	60,000	-	60,000
Hull Business Discretionary Grant	5,000	-	5,000
	69,883	-	69,883
Charitable Activities			
2Ridings Foundation	-	10,000	10,000
Big Lottery - Women and Girls (VIBE)	-	192,211	192,211
Comic Relief COVID	32,000	-	32,000
Comic Relief Restore	-	64,399	64,399
Comic Relief (Violence Against Women and Girls) Hull	-	35,406	35,406
Equality and Fairness Grant	-	5,000	5,000
HMP New Hall Counselling	63,020	-	63,020
HMP New Hall Key Worker	19,164	-	19,164
Humberside CRC (Purple Futures)	59,349	-	59,349
Humberside PCC Counselling	-	5,276	5,276
Humberside PCC Covid Emergency Fund	9,873	-	9,873
IAPT	111	-	111
ISVA Sexual Violence	20,831	-	20,831
Liaison and Diversion Services	145,135	-	145,135
Mentoring and Advocacy Service (NHS England HMPPS)	378,730	-	378,730
NHS England Sexual Abuse	-	3,864	3,864
NHS Sheffield CCG	3,000	-	3,000
PCC Adverse Childhood Experience	-	9,597	9,597
Rank Womens Resilience Fund Hull	6,000	-	6,000
Smallwood Trust Community Partners Hull	-	28,888	28,888
Smallwood Trust West Yorkshire	-	33,750	33,750
South Yorkshire Community Foundation	5,000	-	5,000
South Yorkshire CRC	55,434	-	55,434
South Yorkshire PCC Violence Reduction Unit	-	14,816	14,816
Stage	-	134,182	134,182
West Yorkshire CRC	178,758	-	178,758
West Yorkshire CRC Domestic Abuse	22,231	-	22,231
West Yorkshire PCC Violence Against Women and Girls	21,000	-	21,000
Womens Lives Leeds Strategic Development	-	17,955	17,955
Womens Lives Leeds (WLL)	-	30,333	30,333
	1,019,636	585,677	1,605,313
Other Trading Activities			
Business Income	535	-	535
Total Income	1,090,054	585,677	1,675,731

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2. Total income (continued)

	Unrestricted funds 2020(as restated) £	Restricted funds 2020 (as restated) £	Total 2020 £
Charitable Activities			
Askham Grange Social Enterprise	1,290	-	1,290
Big Lottery – Reaching Communities	-	85,824	85,824
Big Lottery – Women & Girls (VIBE)	-	233,238	233,238
Bromley Trust	-	7,500	7,500
Comic Relief (Levelling the Field)	-	34,832	34,832
Comic Relief (Violence Against Women and Girls)	-	34,362	34,362
Community Safety Partnership grant	3,398	-	3,398
Equality and Fairness Grant	-	10,000	10,000
Humberside CRC (Purple Futures)	59,700	-	59,700
HMP New Hall Counselling	45,507	-	45,507
IAPT	8,491	-	8,491
Liaison & Diversion Services	67,992	-	67,992
Mentoring and Advocacy Service (NHS England HMPPS)	365,524	-	365,524
Other income	3,271	-	3,271
Rank Foundation	-	6,250	6,250
Sex Worker DV (New Hall)	28,898	-	28,898
South Yorkshire CRC	55,705	-	55,705
Student Placements	50	-	50
Stage	-	86,406	86,406
Smallwood Trust	-	4,850	4,850
Social Prescribing	-	9,052	9,052
Violence Against Women and Girls	-	14,000	14,000
West Yorkshire CRC	185,359	-	185,359
Womens Lives Leeds (WLL)	-	60,400	60,400
	825,185	586,714	1,411,899
Other Trading Activities			
Askham Grange Social Enterprise	8,012	-	8,012
	8,012	-	8,012
Total Income	833,197	586,714	1,419,911

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3. Expenditure on charitable activities

	Charitable activities 2021 £	Support costs 2021 £	Total 2021 £
Charitable activities			
Staff costs	1,083,567	15,126	1,098,693
Training and recruitment	16,331	2,315	18,646
Travel and other staff costs	11,787	4,898	16,685
Customer costs – grant funded	28,888	-	28,888
Customer costs - other	5,177	1,251	6,428
Counselling	28,502	-	28,502
Premises costs	122,078	15,535	137,613
Communication costs	12,164	21,925	34,089
Office costs	53,860	18,686	72,546
Insurance	780	6,929	7,709
Legal and professional	7,095	6,233	13,328
Accountancy	9,911	10,691	20,602
Consultancy	12,051	21,099	33,150
Depreciation	2,954	18,396	21,350
Bad debts	-	-	-
Governance costs			
Auditor's remuneration	-	4,200	4,200
Trustees' expenses	-	20	20
Total expenditure	1,395,145	147,304	1,542,449

	Charitable activities 2020 £	Support costs 2020 £	Total 2020 £
Charitable activities			
Staff costs	984,916	38,426	1,023,342
Training and recruitment	12,008	-	12,008
Travel and other staff costs	27,450	6,373	33,823
Customer costs	13,183	296	13,479
Premises costs	133,203	12,447	145,650
Communication costs	12,022	27,387	39,409
Office costs	60,723	19,015	79,738
Insurance	-	7,795	7,795
Legal and professional	712	5,675	6,387
Accountancy	-	11,652	11,652
Consultancy	795	-	795
Depreciation	5,810	9,164	14,974
Bad debts	2,894	-	2,894
Governance costs			
Auditor's remuneration	-	5,050	5,050
Trustees' expenses	-	167	167
Total expenditure	1,253,716	143,447	1,397,163

All support costs are allocated to the sole charitable activity.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

4. Net income

This is stated after charging:	2021 £	2020 £
Depreciation of tangible assets:		
- owned by the charity	21,350	14,974
Auditor's remuneration – audit	4,200	3,950
Auditor's remuneration – non audit services	-	10,050

5. Staff costs

	2021 £	2020 £
Wages and salaries	995,428	929,963
Social security costs	83,104	73,812
Pension costs	20,161	19,567
Total Staff Costs	1,098,693	1,023,342

The charity considers its key management personnel to comprise the Chief Executive, the Regional Manager, 4 Centre Managers and 1 service manager. The total remuneration of the key management personnel was £240,848 (2020: £247,490).

5. Staff costs (continued)

The average number of persons employed by the charitable company during the year was as follows:

	2021 No.	2020 No.
Charitable work	46	44
Support staff	2	2
	48	46

The number of higher paid employees was:

	2021 No.	2020 No.
In the band £60,000 - £70,000	1	1

Pension payments in relation to higher paid staff amounted to £2,091.

The Trustees received no remuneration or benefits during either year.

No Trustee received reimbursement in respect of out of pocket expenses incurred during the year (2020 - £nil).

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Notes to the Financial Statements for the year ended 31 March 2021

6. Tangible fixed assets

	Office equipment £	Computers £	Leasehold improvement £	Total £
Cost				
At 1 April 2020	27,820	94,540	24,435	146,795
Additions	-	21,693	-	21,693
Disposals	(4,239)	-	(27)	(4,266)
At 31 March 2021	23,581	116,233	24,408	164,222
Depreciation				
At 1 April 2020	27,457	57,290	24,408	109,155
Charge for the year	363	20,960	27	21,350
Eliminated on disposal	(4,239)	-	(27)	(4,266)
At 31 March 2021	23,581	78,250	24,408	126,239
Net book values				
At 31 March 2021	-	37,983	-	37,983
At 31 March 2020	363	37,250	27	37,640

7. Debtors

	2021 £	2020 £
Trade debtors	102,743	94,975
Accrued income	58,572	6,267
Prepayments	26,230	17,698
	187,545	118,940

8. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	71,774	18,891
Deferred income (note 8A)	69,704	148,765
Other creditors	6,721	7,976
Accruals	8,139	6,880
	156,338	182,512

8A. Deferred income	2021 £	2020 £
Deferred income at 1 April 2020	148,765	79,557
Amounts released from previous years	(148,765)	(79,557)
Income deferred during the year	69,704	148,765
Deferred income at 31 March 2021	69,704	148,765

Deferred income related to grants received where the recognition criteria have not yet been met.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

9. Funds of the charity

For the year ended 31 March 2021	Balance at 1 April 2020 (as restated) £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds:					
General funds	288,128	1,090,054	(980,728)	(217,383)	180,071
Designated funds					
Fixed asset fund	-	-	-	37,983	37,983
Contingency fund	-	-	-	179,400	179,400
	-	-	-	217,383	217,383
Restricted funds:					
2Ridings Foundation	-	10,000	(10,000)	-	-
Big Lottery - Women & Girls (VIBE)	24,234	192,211	(206,569)	-	9,876
Big Lottery (Women's Lives Leeds - WLL)	-	48,288	(48,288)	-	-
Bromley Trust	1,031	-	(1,031)	-	-
Comic Relief Restore	-	64,399	(48,862)	-	15,537
Comic Relief (Violence Against Women and Girls)	616	35,406	(34,864)	-	1,158
Equality and Fairness Grant	-	5,000	(5,000)	-	-
Humberside PCC Counselling		5,276	(4,860)	-	416
NHS England Sexual Abuse	-	3,864	(3,864)	-	-
Smallwood Trust Community Partners Hull	-	28,888	(28,888)	-	-
PCC Adverse Childhood Experience	-	9,597	(9,597)	-	-
Smallwood Trust West Yorkshire	-	33,750	(11,638)	-	22,112
South Yorkshire PCC Violence Reduction Unit	-	14,816	(14,078)	-	738
Stage	-	134,182	(134,182)	-	-
	25,881	585,677	(561,721)	-	49,837
Total funds	314,009	1,675,731	(1,542,449)	-	447,291

During the year the Trustees have designated funds to correspond with the value of fixed assets in order to ring fence these non-cash funds. The amount will reduce as the assets are depreciated.

Also during the year the Trustees have created a contingency fund to cover operating leases and redundancy costs in the unlikely event that the Charity should need to close. These funds are not expected to be spent in the foreseeable future.

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Notes to the Financial Statements for the year ended 31 March 2021

9. Funds of the charity (continued)

For the year ended 31 March 2020	Balance at 1 April 2019 (as restated) £	Income (as restated) £	Expenditure(as restated) £	Transfers £	Balance at 31 March 2020 (as restated) £
Unrestricted funds:					
General funds	193,786	833,197	(738,074)	(781)	288,128
Restricted funds:					
Big Lottery – Reaching Communities	-	85,824	(85,824)	-	-
Big Lottery – Women & Girls (VIBE)	39,477	233,238	(248,481)	-	24,234
Women's Lives Leeds	15,935	60,400	(76,335)	-	-
Bromley Trust	7,257	7,500	(13,726)	-	1,031
Charles Haywood	14,852	-	(14,852)	-	-
Comic Relief (Levelling the Field)	11,984	34,832	(46,816)	-	-
Equality and Fairness Grant	-	10,000	(10,000)	-	-
Comic Relief (Violence Against Women and Girls)	6,667	34,362	(40,413)	-	616
Rank Foundation	539	6,250	(7,181)	392	-
Smallwood Trust	-	4,850	(5,156)	306	-
Social Prescribing	764	9,052	(9,816)	-	-
Stage	-	86,406	(86,489)	83	-
Violence Against Women and Girls	-	14,000	(14,000)	-	-
	97,475	586,714	(659,089)	781	25,881
Total funds	291,261	1,419,911	(1,397,163)	-	314,009

Detail of the activities of the restricted projects is explained within the Trustees' Report.

Transfers are made from general funds to cover overspends.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

10. Analysis of net assets between funds

As at 31 March 2021	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2021 £
Tangible fixed assets	-	37,983	-	37,983
Net current assets	180,071	179,400	49,837	409,308
	180,071	217,383	49,837	447,291

As at 31 March 2020 (as restated)	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Tangible fixed assets	37,640	-	37,640
Net current assets	250,488	25,881	276,369
	288,128	25,881	314,009

11. Operating lease commitments

At 31 March 2021 the total of the charity's future minimum lease payments under non-cancellable operating leases was:

	Land and buildings		Other	
	2021 £	2020 £	2021 £	2020 £
Amounts payable:				
Within 1 year	53,500	65,050	9,106	14,206
Between 1 and 5 years	125,375	178,875	16,239	7,776
Total	178,875	243,925	25,345	21,982

12. Related party transactions

One Trustee is employed by The West Yorkshire Community Rehabilitation Company, an organisation with whom the charity has a service delivery contract with. Total income recognised in the year from this contract amounted to £221,800 (2020 - £182,759). The transaction is considered to be at arm's length, with minimal independence issues arising, as the Trustee is not involved with the contract discussions for either party.

There are no further transactions with related parties which require disclosure.

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Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

13. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net movement in funds	133,282	22,748
Adjustments for:		
Depreciation charge	21,350	14,974
(Increase)/decrease in debtors	(68,605)	18,309
(Decrease)/increase in creditors	(26,174)	17,407
Net cash provided by operating activities	59,853	73,438

14. Comparative Statement of Financial Activities (Including Income and Expenditure Account) for the year ended 31 March 2020

	Unrestricted funds 2020 (as restated) £	Restricted funds 2020 (as restated) £	Total funds 2020 (as restated) £
Income from:			
Charitable activities	825,185	586,714	1,411,899
Other trading activities	8,012	-	8,012
Total income	833,197	586,714	1,419,911
Total expenditure:			
Charitable activities	738,074	659,089	1,397,163
Total expenditure	738,074	659,089	1,397,163
Net income	95,123	(72,375)	22,748
Transfers between funds	(781)	781	-
Net movement in funds	94,342	(71,594)	22,748
Total funds brought forward as previously stated	88,615	202,646	291,261
Prior period adjustment	105,171	(105,171)	-
Total funds brought forward as restated	193,786	97,475	291,261
Total funds carried forward	288,128	25,881	314,009

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15 Prior period adjustment

During the year it has come to the attention of the trustees that funds received in prior years were treated as Restricted Funds in the accounts in error. This has been corrected in these accounts and the comparative figures for the year ended 31 March 2020 adjusted accordingly. This amendment has had no impact on total reserves. However it has resulted in a reduction in Restricted Funds and an increase in Unrestricted Funds of £5,742 as at 31 March 2019. A further impact is a reduction in Restricted income and an increase in Unrestricted income of £28,898, a reduction in Restricted expenditure and increase in Unrestricted expenditure of £30,982 in the Statement of Financial Activities for the year ended 31 March 2020. This has resulted in a reduction in Restricted Funds and increase in Unrestricted Funds as at 31 March 2020 of £3,658.

Further, during the year it has come to the attention of the trustees that expenditure of £118,088 previously allocated to Unrestricted Funds in error should have been allocated to a Restricted Fund. This has been corrected in these accounts and the comparative figures for the year ended 31 March 2020 adjusted accordingly. This amendment has had no impact on total reserves. However it has resulted in a reduction in Restricted Funds and an increase in Unrestricted Funds of £99,429 as at 31 March 2019. A further impact is a reduction in Unrestricted expenditure and an increase in Restricted expenditure of £18,659 in the Statement of Financial Activities for the year ended 31 March 2020. This has resulted in a reduction in Restricted Funds and an increase in Unrestricted Funds as at 31 March 2020 of £118,088.