

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**

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

Solicitors

Whitaker Firth
1 Manor Row
Bradford
BD1 4PB

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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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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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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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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- 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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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 addition 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.

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

Together Women Projects (Yorkshire and Humberside)

Report of the Trustees for the year ended 31 March 2021

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.

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:
Claire Vilarrubi
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Claire Vilarrubi
Vice Chair

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.

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.

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.

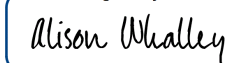
Based on our understanding of the Company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to breaches of UK law and we considered the extent to which non-compliance might have a material effect on the financial statements of the Company. We 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:



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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.

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.

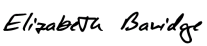
Together Women Projects (Yorkshire and Humberside)

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

Chair
 DocuSigned by:


 Claire Vilarrubi
Vice Chair

The notes on pages 21 to 33 form part of these financial statements.

Company Registration Number: 06814757

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

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 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 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.

Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

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 in 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.

Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

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.

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 £
<u>Donations and Legacies</u>			
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
<u>Charitable Activities</u>			
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
<u>Other Trading Activities</u>			
Business Income	535	-	535
Total Income	1,090,054	585,677	1,675,731

Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

2. Total income (continued)

	Unrestrict ed funds 2020(as restated) £	Restricted funds 2020 (as restated) £	Total 2020 £
<u>Charitable Activities</u>			
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
<u>Other Trading Activities</u>			
Askham Grange Social Enterprise	8,012	-	8,012
	8,012	-	8,012
Total Income	833,197	586,714	1,419,911

Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

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.

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).

Together Women Projects (Yorkshire and Humberside)

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.

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 Stage	-	14,816	(14,078)	-	738
	-	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.

Together Women Projects (Yorkshire and Humberside)

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 Stage	764	9,052	(9,816)	-	-
Violence Against Women and Girls	-	86,406	(86,489)	83	-
	-	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.

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

	Unrestricted funds	Designated funds	Restricted funds	Total funds
As at 31 March 2021	£	£	£	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

	Unrestricted funds	Restricted funds	Total funds
As at 31 March 2020 (as restated)	£	£	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.

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

Together Women Projects (Yorkshire and Humberside)

Notes to the Financial Statements for the year ended 31 March 2021

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.