

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

Together Women Projects (Yorkshire and Humberside)

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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 |

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

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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Report of the Trustees for the year ended 31 March 2022

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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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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Report of the Trustees for the year ended 31 March 2022

- 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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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:

Together Women Projects (Yorkshire and Humberside)

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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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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.

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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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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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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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 women back into their communities. An incredibly successful scheme delivering critical links to families 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.

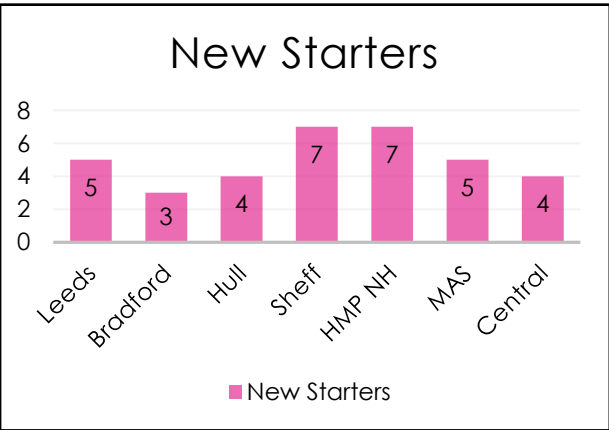
The provision in HMP Low Newton and HMP New Hall has increased towards the latter end of the year as normal service resumed and we continue to be located across the Approved Premises in the Northwest and Yorkshire.

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

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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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.

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:

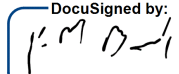
- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable 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:

71747F73CDCF4F5...
Elizabeth Bavidge

Chair

DocuSigned by:

1B555ECA5FD44A0...
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 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.

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.

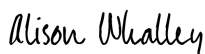
Based on our understanding of the Company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to breaches of UK law and we considered the extent to which non-compliance might have a material effect on the financial statements of the Company. We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



Alison Whalley (Senior Statutory Auditor)
for and on behalf of Naylor Wintersgill Limited

13 September 2022

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 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.

Together Women Projects (Yorkshire and Humberside)

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:

 71747F73CDDCF4F5...
 Elizabeth Bavidge

Chair

DocuSigned by:

 1B555E6A5FD44A0...
 Claire Vilarrubi

Vice Chair

The notes on pages 21 to 32 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 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 |

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 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 2022

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 2022

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 2022

2. Total Income

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Total 2022 £ |
|---|------------------------------------|----------------------------------|--------------------|
| <u>Donations and Legacies</u> | | | |
| Donations | 2,207 | - | 2,207 |
| Ministry of Justice Grant | 82,000 | - | 82,000 |
| | 84,207 | - | 84,207 |
| <u>Charitable Activities</u> | | | |
| 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 |
| <u>Other Trading Activities</u> | | | |
| Business Income | 1,035 | - | 1,035 |
| Profit on disposal of fixed assets | 587 | - | 587 |
| Total Income | 1,938,802 | 413,017 | 2,351,819 |

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 £ |
|--|------------------------------------|----------------------------------|--------------------|
| <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 & 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 |
| <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 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.

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).

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.

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 | - | 26,280 | (28,213) | 1,933 | - |
| Victim Services Grant | - | - | - | - | - |
| 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 | 738 | (186) | (552) | - | - |
| Violence Reduction Unit | - | - | - | - | - |
| Stage | - | 35,311 | (36,896) | 1,585 | - |
| Tampon Tax - Creating | - | 44,289 | (45,804) | 1,515 | - |
| Community Connections | - | - | - | - | - |
| 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.

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.

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

| | Unrestricted funds | Designated funds | Restricted funds | Total funds |
|-----------------------|--------------------|------------------|------------------|-------------|
| As at 31 March 2022 | £ | £ | £ | 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 |

| | 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 |

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

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 |