



together women

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



## Annual Report and Financial Statements

For the year ended March 2024



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## MESSAGE FROM THE CHAIR AND CEO

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

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

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

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

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



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

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

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

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

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

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



## OUR STRATEGY

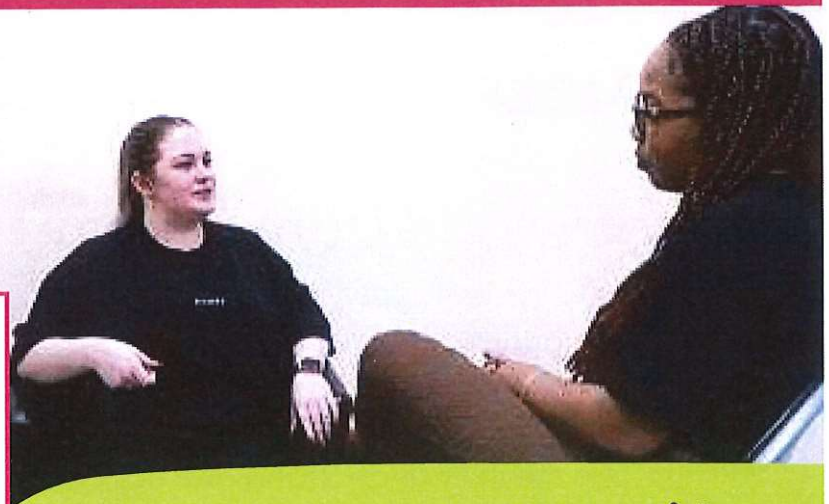
### Our Vision →

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

### Our Purpose →

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

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



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

## OUTCOMES AND IMPACT

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

**Safer** to live their lives at less risk of harm.

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

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

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



## OUR VALUES

### Empathy and Compassion

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

### Inclusivity and Diversity

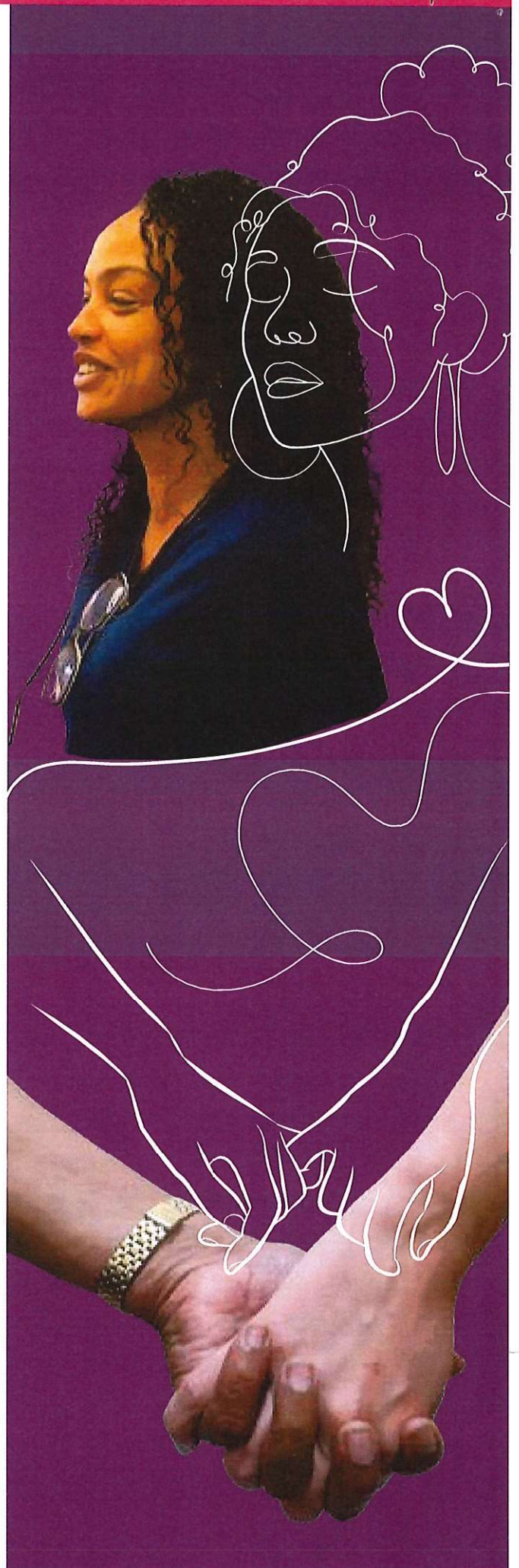
- We celebrate diversity in our team and acknowledge the richness it brings to our work
- We actively create an inclusive atmosphere where every staff member feels valued

### Respect and Dignity

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

### Integrity and Transparency

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







## OUR SERVICES

### Our Impact in Numbers

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

**19,364**

events  
delivered to  
support women  
and girls

- ▶ 121 work
- ▶ assessments
- ▶ group work
- ▶ advocacy

**2439**

women  
engaged with  
our services

**91%**

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

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

**4124**

positive outcomes

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

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



Our centres and services have enabled women to achieve amazing outcomes this year. Women's support needs remain diverse and complex, the chart below shows the pathways we have supported women with during the year.

## Accommodation

## Managing Emotions

## Domestic Abuse

## Education, Training and Employment

## Family, Parenting and Relationships

## Finance, Benefit and Debt

## Mental Health

## Peer to Peer

## Physical Health and Wellbeing

## Sexual Violence and Exploitation

## Substance Misuse Support and Recovery

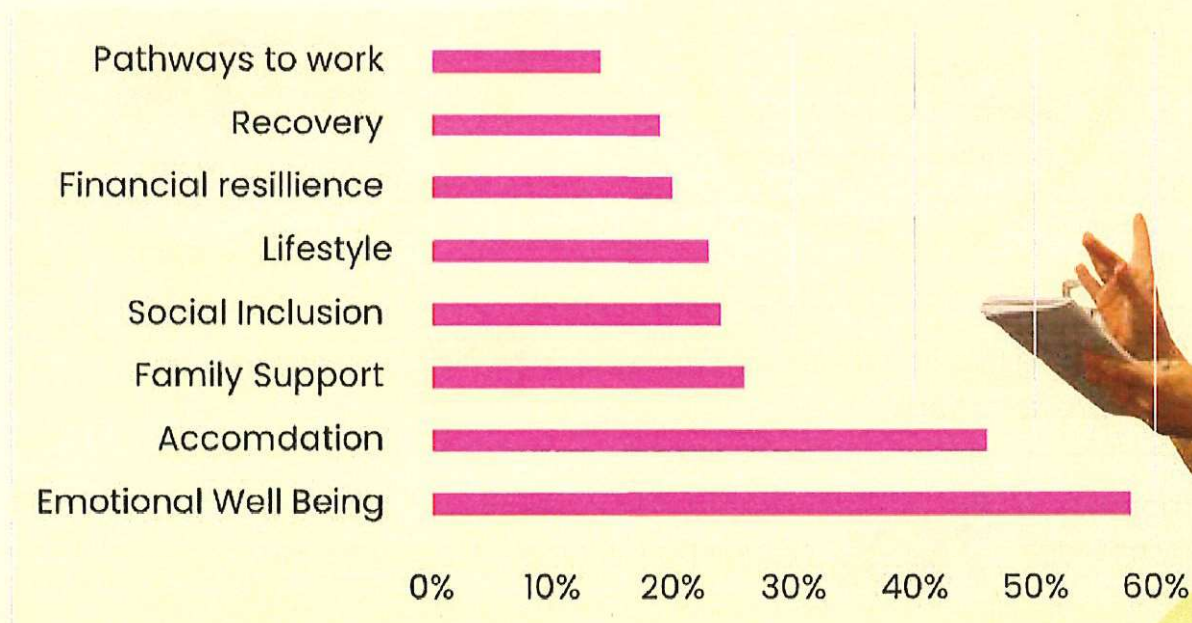
83%

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

14

specialist projects and services delivered

## A BREAKDOWN OF NEEDS WE HAVE SUPPORTED WOMEN WITH THIS YEAR





## Increased demand for our services

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



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

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





## OUR SERVICE HIGHLIGHTS THIS YEAR

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

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

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

Ministry of Justice research shows women in prison are

**5x**

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

**3/4**

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





## EARLY INTERVENTION AND DIVERSION

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

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

### THERESA'S STORY...

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



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



## EMPOWER TO EMPLOY

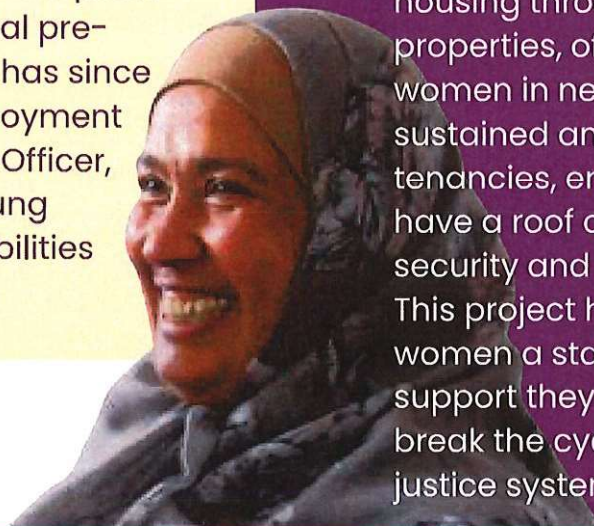
In our second year delivering the Empower to Employ programme in Leeds, we secured a continued partnership with the Department of Work and Pensions to sustain this life-changing programme. Empower to Employ is designed to help survivors of domestic abuse rebuild their confidence, resilience, and independence,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

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

### RHIANNON'S STORY...

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

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



## SOMEWHERE SAFE TO LIVE

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

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



## SMALLWOOD TRUST

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

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



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

# 175

women  
supported to  
reestablish their  
lives

## CHARLOTTE'S STORY...

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

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

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



## OUR PARTNERSHIPS

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

## SARAH'S STORY...

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

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

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

## SHELTER

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

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





## THE KHIDMAT CENTRE

80

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

## TOUCHSTONE

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



## LINCOLNSHIRE ACTION TRUST

92

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

## SARSVL

99

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

## ST GILES

9

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



**St Giles**  
YORKSHIRE



**TOUCHSTONE**



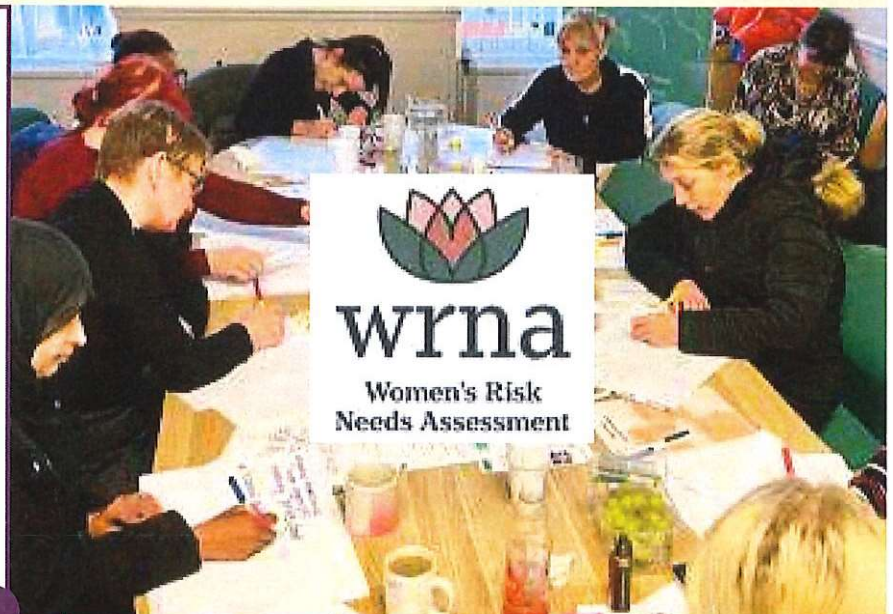
# THE EFFECTIVE WOMEN'S CENTRE PARTNERSHIP

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

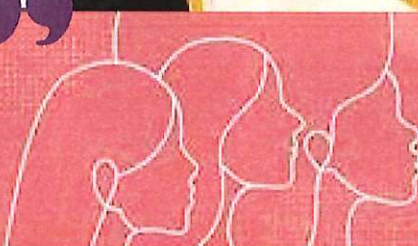
The EWCP have funded a Project Manager to lead this work and two Data Analysts, this project team have worked closely with frontline staff to transition to a new Women's Risk Needs Assessment tool (WRNA). The WRNA will replace our existing assessment and is key to the project, the WRNA supports women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

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

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



The Effective  
Women's Centres  
Partnership



Ensuring women have  
the chance to thrive.



# SERVICE USER INVOLVEMENT

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

## HMP NEW HALL WOMEN'S CHAMPIONS

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

## Centre Focus Groups

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

## National Women's Justice Coalition

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

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

**Women's Champion,  
HMP New Hall**





# WOMEN'S CREATIVE VOICES

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

## STRONG WOMEN BY SHARON BENSON

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

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


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

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

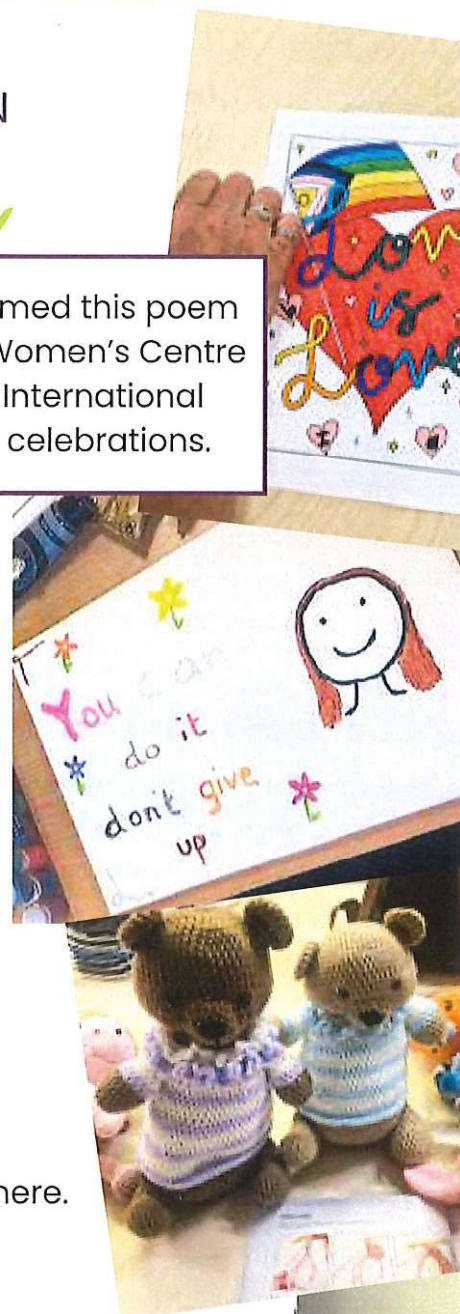
Just wanted to share my friends, to show I really care,  
We are wonderful women, and we'll show them all out there.

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

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



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





# OUR STAFF AND VOLUNTEERS

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

## INVESTMENT IN STAFF

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

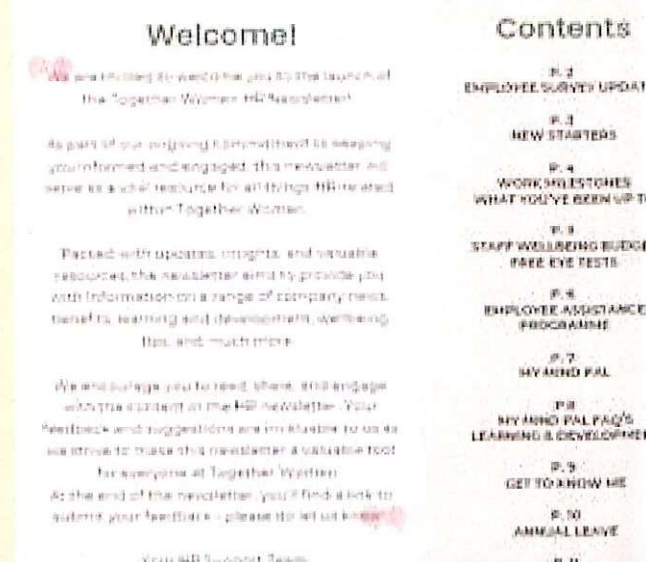
**We have introduced several initiatives this year, as part of our ongoing commitment to staff:**

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



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

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





## VOLUNTEERS

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

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

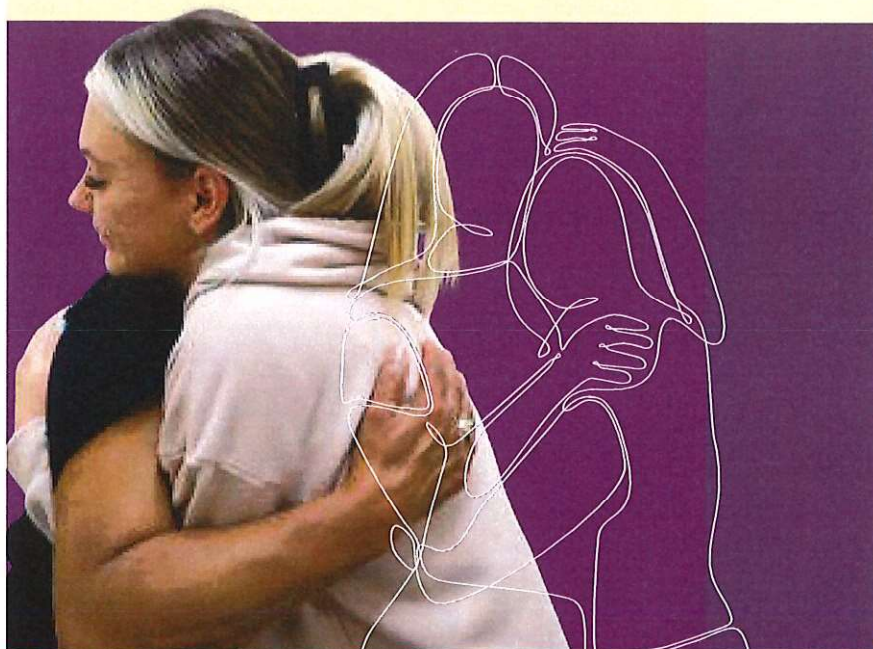
**Trainee Peer Mentor, Hull**

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



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

**Centre Volunteer, Leeds**



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



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



## SALMA'S STORY...

### Our incredible volunteer in Bradford,

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

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

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

Hannah,  
Sheffield Volunteer

### Together Women Project

8 Jun · 🌐

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

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

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

[#ThankYouVolunteers](#) [#VolunteersWeek](#) [#Charity](#)  
[#WomensCentre](#)



Our incredible volunteer student counsellors provided over

**1,200 hours**  
of counselling for women.



# ORGANISATIONAL DEVELOPMENT

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

## LEADERSHIP, MANAGEMENT AND GOVERNANCE

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

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

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

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



## DATA, INSIGHT AND IMPACT

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

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



# EQUITY, DIVERSITY AND INCLUSION

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

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





## OUR FUTURE PLANS

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

- 1. Service Delivery:** We will deliver high quality, trauma-informed services, led by and for women.
- 2. People and Practice:** We will ensure a diverse and inclusive organisation where everyone feels safe and supported.
- 3. Data and Impact:** We will evidence our impact by measurement and embed a robust, data-driven culture.
- 4. Changing Systems:** We will be a leader of system change, locally and nationally, for women impacted by criminal justice.
- 5. Funding:** We will diversify our income streams to establish long-term, sustainable funding.



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

### FOR WOMEN AND GIRLS

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

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



### FOR SOCIETY

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



## FINANCIAL OVERVIEW

The Trustees present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Together Women Project Yorkshire and Humberside for the year ended 31 March 2024. The Trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

## GOVERNING DOCUMENT AND OBJECTIVES

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

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

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

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

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



## RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

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

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

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

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

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



## ORGANISATIONAL STRUCTURE

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

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

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

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

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

## DELIVERING PUBLIC BENEFIT

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



## RISK MANAGEMENT

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

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

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

## FINANCIAL OVERVIEW

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

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



## FINANCIAL REVIEW

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

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

## RESERVES POLICY

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

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

Total reserves: £1,417,888

Restricted reserves: £374,477

Designated reserves: £858,923

Unrestricted reserves: £184,488

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



## STRUCTURE, GOVERNANCE, AND MANAGEMENT

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

### Auditors:

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

### Solicitors:

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

### Trustees

Perminderjeet Banwait  
Linda Christine Baines  
Alexandria Bradley – Vice Chair  
Rebecca Chaloner (Appointed 9th August 2024)  
Jennifer Coleman  
Janice Colley  
Rachel Davis  
Zafarine Iqbal  
Alison Lowe  
Rosie McKnight  
Rachel Richmond (Resigned 4th January 2024)  
Natalie Rutter (Appointed 25th April 2023)  
Chloe Wilson (Appointed 8th August 2024)  
Claire Vilarrubi – Chair

### Secretary

Rokaiya Khan



## Management Team

Jo Collins – WRNA Project Manager

Cheryl James – Chief Finance Officer

Rokaiya Khan – Chief Executive Officer

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

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

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

Mariam Yate – Director of Services



## Statement of Trustees' Responsibilities

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

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

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

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

## Auditors

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

## Disclosure of Information to Auditor

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

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

The trustees report was approved by the board of trustees.

[  ]

**Claire Vilarrubi, Chair**

4/11/24



# INDEPENDENT AUDITOR'S REPORT

## Opinion

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

### In our opinion, the financial statements:

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

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

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

We have nothing to report in this regard.

## Matters on which we are required to report by exception

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

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



## Responsibilities of Trustees

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

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

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

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

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

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

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

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

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



### Use of our report

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



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

4/11/24

**Chartered Accountants**  
**Statutory Auditor**

Carlton House  
Grammar School Street  
Bradford  
BD1 4NS

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



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

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

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

All income and expenditure derive from continuing activities.

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



## BALANCE SHEET AS AT 31 MARCH 2024

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

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

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

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

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

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

  
Claire Vilarrubi  
Trustee

Company registration number 06814757



## STATEMENT OF CASH FLOWS

### FOR THE YEAR ENDED 31 MARCH 2024

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



# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 MARCH 2024

### 1 Accounting policies

#### Charity information

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

#### 1.1 Accounting convention

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

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

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

#### 1.2 Going concern

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

#### 1.3 Charitable funds

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

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

#### 1.4 Income

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

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

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

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



# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2024

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

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

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

#### 1.6 Tangible fixed assets

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

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

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

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

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

#### 1.8 Cash and cash equivalents

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

#### 1.9 Financial instruments

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



# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2024

### 1 Accounting policies (Continued)

#### 1.10 Employee benefits

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

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

#### 1.11 Leases Rentals

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

#### 1.12 Pensions

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

### 2 Critical accounting estimates and judgements

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

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

### 3 Donations and legacies

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



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

#### 4 Charitable activities

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



# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

## 4 Charitable activities

(Continued)

Charitable activities	Unrestricted Funds 2024	Restricted Funds 2024	Total Unrestricted Funds 2024	Restricted Funds 2023	Total
Big Lottery Women and Girls (VIBE)	-	-	-	26,375	26,375
Bridlington Bright Futures	5,319	-	5,319	3,311	3,311
CCC Domestic Abuse	64,671	-	64,671	-	-
DWP Flexible Support Fund Leads	8,837	-	8,837	-	47,025
DWP Flexible Support	-	-	-	-	-
Funds Hull	13,724	-	13,724	-	20,253
Equality & Fairness	-	-	-	-	-
Sheffield	-	10,000	10,000	-	10,000
HMP New Hall Counselling	-	63,020	63,020	-	61,354
HMP New Hall Key Worker	-	-	-	-	-
Post	-	48,530	48,530	-	35,826
Health Inequalities Grant	-	5,008	5,008	-	-
NWJC Dev Manager Admin	-	41,688	41,688	-	51,870
JABBS WRNA Evidence	-	-	-	-	-
Women's Centre	-	268,333	268,333	-	94,930
Kickstart Programme	-	-	-	-	-
Liaison and Diversion	71,393	-	71,393	-	67,992
Mentoring and Advocacy (NHS England HMPS)	416,514	-	416,514	-	391,742
WYCA ISVA HMP New Hall	32,361	-	32,361	-	43,112
WYCA IDVA Bradford	40,776	-	40,776	-	27,184
Moj Women's Contract	-	-	-	-	-
Humber-side	473,527	-	473,527	-	327,105
Moj Women's Contract	-	-	-	-	-
South Yorkshire	185,622	-	185,622	-	115,027
Moj Women's Contract	-	-	-	-	-
West Yorkshire	933,556	-	933,556	-	644,610
National Coalition Network	8,219	-	8,219	-	8,000
PCC Escape the Trap	-	12,860	12,860	-	-
Project 6	-	35,700	35,700	-	-
Smallwood Trust	-	-	-	-	-
Community Grant	-	25,000	25,000	-	33,300
Smallwood Trust (Barclays Life Skills)	-	20,925	20,925	-	-
Somewhere Safe to Live	113,659	-	113,659	-	113,517
LCC	630	-	630	-	1,680
Student Placements	-	-	-	-	-
Social Prescribing	-	-	-	-	8,291
Stage	-	30,539	30,539	-	40,943
Tampon Tax - Creating Community Connections	-	-	-	-	51,338
WLL - Empowering Systems Change	-	24,476	24,476	-	17,581
Women's Early Intervention Fund	148,327	148,327	148,327	-	-
Unrestricted Funds 2024	2,271,777	821,438	3,093,214	1,864,626	1,864,626
Restricted Funds 2024	-	-	-	378,751	378,751
Total	2,271,777	821,438	3,093,214	2,243,377	2,243,377



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2024**

**5 Other trading activities**

Unrestricted funds	Unrestricted funds
2024	2023
£ 3,632	£ 4,711

Other Trading activities

**6 Investments**

Unrestricted funds	Total
2024	2023
£ 1,661	£ -

Interest receivable



# NOTES TO THE FINANCIAL STATEMENTS

(CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

## 7 Charitable activities

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



# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8	Support costs	Support Governance costs				Support Governance costs			
		2024		2023		2024		2023	
		£	£	£	£	£	£	£	£
	Staff costs	173,306	173,306	68,206	68,206	-	-	68,206	68,206
	Depreciation	9,411	9,411	15,756	15,756	-	-	15,756	15,756
	Training	27,657	27,657	10,383	10,383	-	-	10,383	10,383
	Travel	9,904	9,904	10,074	10,074	-	-	10,074	10,074
	Premises costs	37,526	37,526	65,419	65,419	-	-	65,419	65,419
	Communication costs	3,265	3,265	40,776	40,776	-	-	40,776	40,776
	Office costs	17,015	17,015	27,245	27,245	-	-	27,245	27,245
	Insurance	742	742	1,906	1,906	-	-	1,906	1,906
	Legal and Professional	249	249	3,284	3,284	-	-	3,284	3,284
	Accountancy	8,862	8,862	31,385	31,385	-	-	31,385	31,385
	Consultancy	4,140	4,140	12,000	12,000	-	-	12,000	12,000
	Audit fees	-	4,620	-	4,620	-	4,200	-	4,200
	Trustees' expenses	-	10	-	10	-	142	-	142
	Analysed between	292,077	4,630	286,434	4,342	292,077	4,342	290,776	4,342
	Charitable activities	292,077	4,630	286,434	4,342	292,077	4,342	290,776	4,342
Governance costs includes payments to the auditors of £4,620 (2023: £4,200) for audit fees.									
9	Trustees	None of the Trustees (or any persons connected with them) received any remuneration, benefits or expenses from the Charity during the current or prior year.							
10	Employees	The average monthly number of employees during the year was:							
		2024	2023	2024	2023	2024	2023	2024	2023
	Number	63	53	Number	53	Number	53	Number	53
	Employment costs	£	£	£	£	£	£	£	£
	Wages and salaries	1,917,551	1,334,394	1,917,551	1,334,394	1,917,551	1,334,394	1,917,551	1,334,394

# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

## 10 Employees

The number of employees whose annual remuneration was more than £50,000 is as follows:

2024	2023
Number	Number
1	1

## 11 Taxation

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

## 12 Tangible fixed assets

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

## 13 Debtors

Amounts falling due within one year:

2024	2023
£	£
Trade debtors	270,535
Other debtors	40,849
Prepayments	53,088
	339,545



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 14 Creditors: amounts falling due within one year

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

Notes

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### 15 Deferred income

Deferred income is included in the financial statements as follows:

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

# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2024

### 16 Restricted funds

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

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

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



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

#### 17 Designated funds

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

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

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

### 18 Funds

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

### 19 Analysis of net assets between funds

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





## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

### 20 Operating lease commitments

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

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

### 21 Related party transactions

#### Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	<u>241,982</u>	<u>127,020</u>

### 22 Cash generated from operations

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

### 23 Analysis of changes in net funds

The Charity had no debt during the year.