

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Company registration number 06814757 (England and Wales)

Charity registration number 1128892

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Claire Vilarrubi (Chair) Alison Lowe Jennifer Coleman-Peers Perminderjeet Banwait Rachel Davis Rosie McKnight Natalie Rutter Rebecca Chaloner Erica Hunt Chloe Wilson	(Appointed 9 August 2024) (Appointed 30 June 2025) (Appointed 8 August 2024)
Secretary	Rokaiya Khan	
Charity number	1128892	
Company number	06814757	
Chief Executive Officer	Rokaiya Khan	
Management Team	Cheryl James Mariam Yate Lizzi Wagner	Finance Manager Director of Services Director of Development
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TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

CONTENTS

	Page
Trustees report	1 - 15
Statement of Trustees responsibilities	16
Independent auditor's report	17 - 19
Statement of financial activities	20
Balance sheet	21
Statement of cash flows	22
Notes to the financial statements	23 - 37

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

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

1. Introduction and Overview

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

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

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

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

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

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

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

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

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

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Objectives and activities

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

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

2. Charity Information

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

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

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

Public Benefit Statement

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3. Our Purpose and Strategic Aims

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

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

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

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

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

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

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

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

4. Activities and Impact

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Community Rehabilitative Services (CRS)

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

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

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

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

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

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

Mentoring and Advocacy Service (MAS)

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

Early Intervention and Diversion (EID)

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

HMP New Hall

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

Support in the Community

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

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

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Specialist Partners

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5. Equity, Diversity and Inclusion

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

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

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6. User Voice, Insight and Lived Experience

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

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

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

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

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

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

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

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

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

7. Volunteers

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

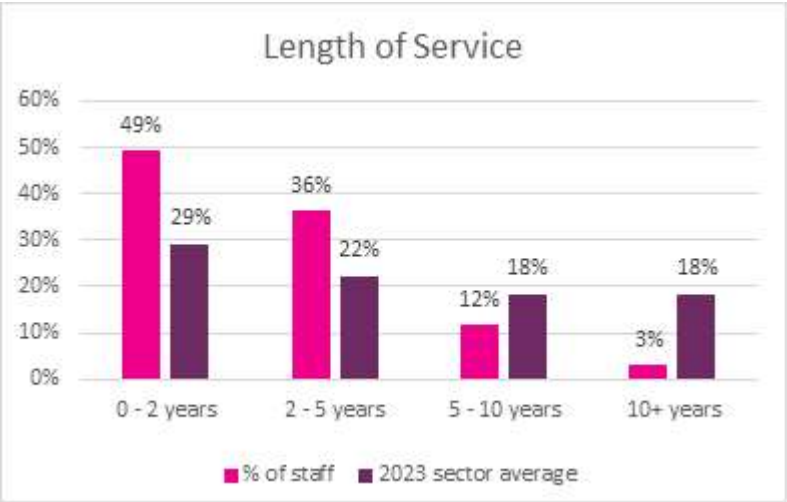
8. People and Culture

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

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

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

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



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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9. Financial Review

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

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

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

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

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

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

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

Risk Management

The Board of Trustees places great importance on effectively managing the risks faced by Together Women. A comprehensive review of major risks has been conducted, resulting in the establishment of a robust risk register. This register is updated and overseen by the board who focus on areas such as services and governance, finance, fundraising, and people.

To mitigate risks, the charity has implemented appropriate systems and procedures. Financial management procedures are regularly reviewed to ensure internal control risks are minimised. Furthermore, stringent authorisation processes are in place to approve all transactions and projects, ensuring financial integrity.

The safety and well-being of our staff, clients, and visitors are paramount. To maintain a secure environment, we have established procedures to ensure compliance with health and safety regulations. Additionally, we have implemented National Service Standards and regularly review and enhance our safeguarding protocols for children and adults at risk. These measures ensure the consistent delivery of high-quality services across all operational aspects of the charity. We remain committed to regularly reviewing these procedures to ensure they remain effective and aligned with the evolving needs of our organisation.

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10. Plans for the Future

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

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

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

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

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

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

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

11. Structure, governance and management

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

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

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

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

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

Auditor

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

The Trustees report was approved by the Board of Trustees.

Signed by:

2803F519A5C5404
Claire Vilarrubi (Chair)
Trustee

14 October 2025

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT

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

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

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

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.

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

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

Use of our report

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

Signed by:

BC2221165F424D2...
Alison Whalley (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

23 October 2025 | 17:03 BST
.....

Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

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

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

All income and expenditure derive from continuing activities.

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	12		26,921		34,789
Current assets					
Debtors	13	415,397		364,472	
Cash at bank and in hand		1,619,479		1,374,496	
		<u>2,034,876</u>		<u>1,738,968</u>	
Creditors: amounts falling due within one year	14	<u>(181,257)</u>		<u>(355,869)</u>	
Net current assets			1,853,619		1,383,099
Total assets less current liabilities			<u>1,880,540</u>		<u>1,417,888</u>
Income funds					
Restricted funds	16		461,726		374,477
<u>Unrestricted funds</u>					
Designated funds	17	1,056,010		858,923	
General unrestricted funds		<u>362,804</u>		<u>184,488</u>	
			1,418,814		1,043,411
			<u>1,880,540</u>		<u>1,417,888</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 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

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

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

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

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

Signed by:

 2803F519A5CF404
 Claire Vilarrubi (Chair)
 Trustee

Company registration number 06814757

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

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

1.1 Accounting convention

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

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

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

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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 at the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs, separately identified, are those costs that relate to meeting the strategic constitutional and statutory requirements of the charity as opposed to the costs of day to day management or charitable activities

1.6 Tangible fixed assets

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

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

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

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

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
	2025	2024
	£	£
Donations and gifts	4,765	5,445
Donations and gifts		
Donations	4,765	5,445
	4,765	5,445

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

(Continued)

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Other trading activities

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

6 Investments

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Charitable activities

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Support costs

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

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

9 Trustees

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

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>70</u>	<u>63</u>
Employment costs	2025 £	2024 £
Wages and salaries	<u>2,263,590</u>	<u>1,917,551</u>

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

(Continued)

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

	2025 Number	2024 Number
	2	1

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the 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 £	Fixtures and fittings £	Computers £	Total £
Cost				
At 1 April 2024	24,408	-	130,184	154,592
Additions	-	10,039	11,113	21,152
At 31 March 2025	24,408	10,039	141,297	175,744
Depreciation and impairment				
At 1 April 2024	24,408	-	95,396	119,804
Depreciation charged in the year	-	3,346	25,673	29,019
At 31 March 2025	24,408	3,346	121,069	148,823
Carrying amount				
At 31 March 2025	-	6,693	20,228	26,921
At 31 March 2024	-	-	34,789	34,789

13 Debtors

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14 Creditors: amounts falling due within one year

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

15 Deferred income

Deferred income is included in the financial statements as follows:

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

(Continued)

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Designated funds

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

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Funds

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

19 Analysis of net assets between funds

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

TOGETHER WOMEN PROJECTS (YORKSHIRE AND HUMBERSIDE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Operating lease commitments

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

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

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2025 £	2024 £
Aggregate compensation	<u>241,047</u>	<u>241,982</u>

22 Cash generated from operations

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

23 Analysis of changes in net funds

The Charity had no debt during the year.