

Company registration number: 06675269

Charity registration number: 1129979

# POW Nottingham

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2021

Community Accounting Plus  
Units 1 & 2 North West  
41 Talbot Street  
Nottingham  
NG1 5GL

# **POW Nottingham**

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## **POW Nottingham**

### **Reference and Administrative Details**

<b>Trustees</b>	Neil Radford Sarah Hilder Ben Talbot Clive Shirland Tarze Edwards-Small Jade-Su Armstrong Corrine Miller Yvonne Lovett
<b>Senior Management Team</b>	Deidre Bowen, Chief Executive Officer Michelle Brown, Office Manager Carys Jones, Operations Manager
<b>Principal Office</b>	16 Independent Street Nottingham NG7 3LN
<b>Company Registration Number</b>	06675269
<b>Charity Registration Number</b>	1129979
<b>Independent Examiner</b>	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

## **POW Nottingham**

### **Trustees' Report**

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2021.

#### **Trustees**

Neil Radford

Sarah Hilder

Ben Talbot (appointed 23 September 2020)

Clive Shirland (appointed 23 September 2020)

Tarze Edwards-Small (appointed 23 September 2020)

Jade-Su Armstrong (appointed 23 September 2020)

Corrine Miller (appointed 23 September 2020)

Yvonne Lovett (appointed 23 September 2020)

Sharon Hutchings (resigned 23 September 2020)

Luke Sellors (resigned 23 September 2020)

#### **Structure, governance and management**

##### ***Nature of governing document***

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 18/08/2008 and most recently amended 27/04/2009. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

##### ***Recruitment and appointment of trustees***

The Committee of Management is made up of the members outlined within the charity information, and are “the directors” of the charity. They are appointed on an annual basis at the Annual General Meeting.

POW Nottingham is fortunate that it has a core of trustees with a wealth of experience. The directors represent a range of skills and knowledge that engenders informed and intelligent debate on the issues POW Nottingham faces for both now and the future.

Recruitment of new trustees is thorough and robust and designed to ensure that new trustees can add value to the organisation through the skill sets they possess.

#### **Objectives and activities**

##### ***Objects and aims***

To preserve and protect good health, relieve financial hardship and advance education of those involved or who have been involved or are considering becoming involved in sex work by such means as the trustees determine including:

- A) providing sensitive, comprehensive and free drop-in and outreach services;
- B) providing advice, support and counselling on such matters as sexual health, reducing drug use, family planning, social support, lifestyle changes and exiting prostitution; and
- C) promoting awareness in the wider community and other voluntary and statutory agencies on all matters regarding sex work and drug use.

# **POW Nottingham**

## **Trustees' Report**

### ***Objectives, strategies and activities***

POW Nottingham is a non-profit voluntary organisation that is here to ensure the health, safety and well-being of sex workers and those at risk of being exploited.

"We will provide the tools to empower our service users to be safe, healthy and achieve positive lifestyle changes".

POW was launched in 1990, when local women from the sex worker community volunteered to train as researchers to assess health and intervention needs of sex worker's in a disadvantaged area of the City of Nottingham. The World Health Organisation and 'Nottingham Health Authority' (NHS Nottingham City) funded this research. Gaps in the provision of services were revealed and as a result, sources of advice and support for working prostitutes were created. Since that time POW has evolved into a robust independent peer led charitable company shaping and changing the nature of health and welfare provisions for these socially excluded people.

POW's core aims are to preserve and promote good health, relieve financial hardship, advance the education of those involved in sex work and support lifestyle changes from those who wish to exit sex work. To achieve these aims POW provides an array of services and successfully engages with a very chaotic, vulnerable and hard to reach client group. POW clients have complex support needs relating to issues surrounding sex work, including Class A drug and alcohol abuse, homelessness, violent and abusive experiences and mental and physical health issues.

Main activities to meet these needs are:

A Drop-in service providing:

- One to one support sessions;
- Face to face interventions and casework to improve lives in areas such as benefit advice, debt relief, housing and tenancy support and physical health treatments;
- Drug Treatment Clinics;
- Needle Exchange;
- Sexual Health and Contraception Clinics;
- Clothes Bank;
- Support and encouragement to access mainstream services;
- Signposting, referral and advice;
- Hot meals and laundry services.

Daytime and evening outreach services providing:

- Condom and rape alarm distribution;
- Outreach Sexual Health service;
- Sauna and flat visits;
- Home visits;
- Hospital, rehab and prison visits;
- Accompanied Court appearances;
- First disclosure from victims;
- Essential basic needs such as toiletries, clothing and food.

## **POW Nottingham**

### **Trustees' Report**

#### ***Public benefit***

POW Nottingham's core role is reaching a client group not usually seen by mainstream services. In addition to helping sex workers achieve their basic needs, deal with and avoid personal crisis; POW's new evolved approach achieves a lasting impact on our service users, which includes helping sex workers to:

- progress out of sex work;
- make links and engage with the wider community;
- rehabilitate from drug and alcohol addictions and break cycles of the revolving door of criminal justice.

Sharing best practice with other organisations has always been a key part of our working approach. This will develop further in the coming years sharing further learning from our delivery and evaluations. POW actively participates in working groups/forums to influence strategy, in particular the local Clinical Commissioning Group strategy, and the Nottinghamshire Crime and Drugs Partnership. It also provides specialist training to organisations, professionals and individual interest groups to share our knowledge and learning.

Satellite Services are provided by a range of professionals to augment the support provided by the staff and volunteers at POW Nottingham.

The provision of assertive outreach visits to identified hotspots in the local community is a core part of POW's services ensuring that clients involved in 'On Street' and 'Off Street' sex work are accessed and engage with essential health care services. These sessions are a vital way of accessing new and hard-to-reach clients whose lifestyles are too chaotic to be able to access other services. As a result, POW is also able to encourage new clients to access the other services on offer at POW, as well as to make community mediations and referrals in order to re-engage clients with mainstream services.

Outreach has a long-term impact on engaging individuals with substance abuse issues in effective treatment; reducing adult re-offending rates; supporting victims of rape and violence; encouraging vulnerable individuals to achieve independent living; and providing on-going support to individuals committed to exiting sex work.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### **Achievements and performance**

POW have continued to run at full capacity throughout the financial year despite the Covid-19 pandemic and national lockdown guidance. We have adapted our approach and services to ensure those who benefit from support by POW were not left behind during a time of national crisis. In order to do this we have strengthened our collaborative working with a number of key agencies including The Health Shop, Housing Aid, Opportunity Nottingham and local community organisations.

We implemented our pilot projects around reaching out to student sex workers and widening our scope to be more inclusive of the LGBTQ+ community. In this financial year we also gained 12 months funding for a new post providing a Police Liaison Officer within POW; enabling us to form a closer working relationship with Nottinghamshire Police and Nottingham City Council's Modern Day Slavery and Exploitation Team. This post has allowed us to increase the reporting of crime and to strengthen the rights of vulnerable persons who are victim to crimes particularly of a sexual nature.

## **POW Nottingham**

### **Trustees' Report**

In 2020-2021 we worked with 357 individuals many with multiple and complex needs. 37 safeguarding concerns were raised and managed as a result.

Harm minimisation remains a top priority for POW in line with our values and ethos. As such, in 2020-2021 we distributed 15,894 condoms to on-street workers through our drop in and assertive outreach sessions. We also distributed 8,730 to off-street sex workers through visits. As part of the City and County Harm Reduction strategy we supplied 1,238 packs of foil and 182 needle packs to individuals. Our internal POW Drugs Clinic was only open for a brief period of time due to restrictions, however 47 people remain scripted on either Methadone or Subutex through POW and its associated prescribing clinic.

In addition to harm minimisation, as a direct response to the financial impact and added hardship of Covid-19 we distributed food parcels to individuals who were in food poverty. We distributed 1,046 food parcels and 342 packs of essential toiletry and medical items.

POW supported 94 clients with alcohol dependency, 79 individuals with an addiction to crack cocaine and 70 individuals with an addiction to heroin. These are the most prominent concerns for our client cohort and the harm reduction work through the drugs clinic and close partnership with agencies helps us to reduce risk for these clients. Within POW we have 114 clients classed as 'chaotic' (multiple needs including drug addiction, homelessness, mental or physical health needs), 113 'stable' clients and 130 who do not fit under either category.

In addition to harm minimisation around drugs we remain a key service for vulnerable men and women to maintain good physical and sexual health. Our sexual health clinic has been closed for the financial year due to the Covid-19 pandemic and temporary re-allocation of NHS staff involved in the running of our internal sexual health clinic. However, POW staff in conjunction with partners were able to provide sexual health testing kits in the community to a number of individuals. Through sexual health outreach we completed testing for 62 individuals.

In 2020-2021 POW worked with 183 active sex workers, 23 inactive sex workers, 7 who had recently exited, 10 who had returned to sex work and 134 people who did not disclose their sex working status or who had never sex worked. During the year, exiting sex work was discussed with 71 individuals.

Another top priority for POW remains safety for sex workers and those at risk. Our Police Liaison role enabled us to put an emphasis on this during the financial year. Due to the close working relationships as a result of this post we have managed to increase reporting of serious crimes to the Police by 212% from the previous year where the project was not funded and in place. Where crimes were of a sexual nature reporting has increased by 160% in the year.

Housing and the precariousness of this for many of our vulnerable clients was at the forefront in this financial year; with dozens of referrals going through to Housing Aid especially at the beginning of the financial year where stay at home orders were in effect. POW worked in co-ordination with local partners to support as many service users as possible into temporary or more stable accommodation where they were homeless or of no fixed abode. To this end we have referred 34 separate individuals to Housing Aid. Housing and homelessness issues were discussed with 164 individuals 1,094 times in the year. Our current information suggests 29 POW clients have no fixed abode, 4 are street homeless and 7 live in hostels.

## **POW Nottingham**

### **Trustees' Report**

Throughout the year POW supported 87 individuals in crisis. This includes work with multi-agency teams around child safeguarding concerns including high risk pregnancies, homelessness, probation and criminal justice issues, benefit and debt difficulties and drug addiction.

POW supported 83 clients from a migrant background. This help includes ensuring they have the correct immigration status, recognise their rights, are able to access primary services to maintain their healthcare needs and access to community resources for inclusion.

Our RAiSE project working with victims of child sexual exploitation engaged with 19 young females as part of a multi-agency strategy including families, social care, education, police, health and other professionals in order to reduce risks and prevent young people being exploited.

POW's progression project worked to advance and progress 120 individuals with their self-determined needs. This included supporting people to enrol on education courses, gain employment, attended counselling sessions to address historical trauma, maintain abstinence from drugs, begin volunteer roles and improve their quality of life, self-esteem and relationships.

#### **Financial review**

POW will see a surplus this year, which stands us in good stead for a challenging funding year ahead. POW will be focusing on sourcing replacement funding for a 5 year grant that ends in August 2021 and has to date provided a huge proportion of the organisation's income.

#### ***Policy on reserves***

POW's policy is to operate with a reserve balance that will support POW for a four month period in a fluid funding environment.

#### ***Principal risks and uncertainties***

##### ***Funding issues***

It is an increasingly difficult funding climate for the third sector due to the pandemic. Furthermore, longer term funding issues are always a cause for concern for the organisation.



## **POW Nottingham**

### **Trustees' Report**

#### **Statement of Trustees' Responsibilities**

The trustees (who are also the directors of POW Nottingham for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Small companies provision statement**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on ..... and signed on its behalf by:

.....  
Neil Radford  
Trustee

## **POW Nottingham**

### **Independent Examiner's Report to the trustees of POW Nottingham**

#### **Independent examiner's report to the trustees of POW Nottingham ('the Company')**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

#### **Responsibilities and basis of report**

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### **Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for 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)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....  
John O'Brien MSc, FCCA, FCIE, employee of Community Accounting Plus  
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West  
41 Talbot Street  
Nottingham  
NG1 5GL

Date:.....

## POW Nottingham

### Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Income and Endowments from:</b>					
Donations and legacies	2	75,403	-	75,403	46,096
Charitable activities	3	1,243	337,322	338,565	242,942
Investment income	5	23	-	23	116
Total Income		<u>76,669</u>	<u>337,322</u>	<u>413,991</u>	<u>289,154</u>
<b>Expenditure on:</b>					
Charitable activities	6	<u>(17,150)</u>	<u>(293,310)</u>	<u>(310,460)</u>	<u>(318,865)</u>
Total Expenditure		<u>(17,150)</u>	<u>(293,310)</u>	<u>(310,460)</u>	<u>(318,865)</u>
Net income/(expenditure)		59,519	44,012	103,531	(29,711)
Transfers between funds		<u>(1,117)</u>	<u>1,117</u>	<u>-</u>	<u>-</u>
Net movement in funds		58,402	45,129	103,531	(29,711)
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>103,352</u>	<u>73,917</u>	<u>177,269</u>	<u>206,980</u>
Total funds carried forward	14	<u><u>161,754</u></u>	<u><u>119,046</u></u>	<u><u>280,800</u></u>	<u><u>177,269</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 14.

## POW Nottingham

### Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
<b>Income and Endowments from:</b>				
Donations and legacies	2	46,096	-	46,096
Charitable activities	3	205	242,737	242,942
Investment income	5	116	-	116
Total income		<u>46,417</u>	<u>242,737</u>	<u>289,154</u>
<b>Expenditure on:</b>				
Charitable activities	6	<u>(66,235)</u>	<u>(252,630)</u>	<u>(318,865)</u>
Total expenditure		<u>(66,235)</u>	<u>(252,630)</u>	<u>(318,865)</u>
Net expenditure		(19,818)	(9,893)	(29,711)
Transfers between funds		<u>(4,260)</u>	<u>4,260</u>	<u>-</u>
Net movement in funds		(24,078)	(5,633)	(29,711)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>127,430</u>	<u>79,550</u>	<u>206,980</u>
Total funds carried forward	14	<u><u>103,352</u></u>	<u><u>73,917</u></u>	<u><u>177,269</u></u>

## POW Nottingham

### (Registration number: 06675269) Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
<b>Current assets</b>			
Debtors	11	1,975	7,340
Cash at bank and in hand		<u>285,747</u>	<u>177,021</u>
		287,722	184,361
<b>Creditors: Amounts falling due within one year</b>	12	<u>(6,922)</u>	<u>(7,092)</u>
<b>Net assets</b>		<u>280,800</u>	<u>177,269</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	14	119,046	73,917
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>161,754</u>	<u>103,352</u>
<b>Total funds</b>	14	<u>280,800</u>	<u>177,269</u>

For the financial year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

#### Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 9 to 22 were approved by the trustees, and authorised for issue on ..... and signed on their behalf by:

.....  
Ben Talbot  
Trustee

## **POW Nottingham**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **1 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

POW Nottingham meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going concern**

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### **Exemption from preparing a cash flow statement**

The charity opted to adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

##### **Income and endowments**

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

##### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

##### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

## **POW Nottingham**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### **Charitable activities**

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.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
IT equipment	33.3% on a straight line basis
General equipment	20% on a straight line basis

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Pension costs charges in the Statement of Financial Activities represent the contributions payable by the charity during the year.

### 2 Income from donations and legacies

	Unrestricted funds		
	General £	Total 2021 £	Total 2020 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	7,903	7,903	1,096
Grants, including capital grants;			
Government grants	47,500	47,500	45,000
Grants from other charities	20,000	20,000	-
	75,403	75,403	46,096

### 3 Income from charitable activities

	Unrestricted funds			
	General	Restricted	Total	Total
	£	funds	2021	2020
		£	£	£
Grants & donations	-	337,322	337,322	242,737
Sales & fees	40	-	40	164
Sundry income	1,203	-	1,203	41
	<u>1,243</u>	<u>337,322</u>	<u>338,565</u>	<u>242,942</u>



## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
National Lottery Community Fund	-	228,976	228,976
DCMS	-	41,700	41,700
Nottingham Women's Centre	-	33,265	33,265
Police & Crime Commissioner	1,500	19,619	21,119
Notts Community Fund	-	7,595	7,595
Nottingham City Council	1,000	4,381	5,381
St Martin in the Fields	-	1,786	1,786
NHS Nottingham City CCG	45,000	-	45,000
Lloyds Bank Foundation	20,000	-	20,000
Nadia Whittome	7,000	-	7,000
Sundry donations	903	-	903
	<u>75,403</u>	<u>337,322</u>	<u>412,725</u>

#### 5 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>23</u>	<u>23</u>	<u>116</u>

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 6 Expenditure on charitable activities

	Unrestricted funds			
	General	Restricted	Total	Total
	£	funds £	2021 £	2020 £
Accounting & professional fees	14,034	12,848	26,882	16,902
Partner fees	-	-	-	3,000
Activities & events	149	669	818	1,828
Advertising & marketing	142	198	340	12
Bank charges	467	-	467	506
Catering costs	244	-	244	1,152
Cleaning & hygiene	2,661	20	2,681	4,141
Database, website & IT	1,885	738	2,623	3,569
Training	431	86	517	-
Repairs & maintenance	5,451	1,852	7,303	5,360
Hardship fund	6	78	84	100
Governance & mentoring	-	-	-	110
Fundraising costs	-	-	-	20
Harm minimisation	1,727	360	2,087	3,593
Hospitality, donations & gifts	864	14	878	719
Insurance	1,496	104	1,600	2,034
Membership & subscriptions	721	-	721	621
Overhead charges	(76,923)	76,923	-	-
Printing, stationery & postage	1,226	55	1,281	1,387
Recruitment	-	133	133	961
Rent & services	12,482	5,641	18,123	17,883
Outreach supplies	-	3,959	3,959	474
Staff training	-	-	-	3,987
Sundry expenditure	326	-	326	552
Telephone & internet	636	3,370	4,006	3,058
Utilities	6,674	-	6,674	6,034
Vehicle & travel	1,064	2,437	3,501	4,826
Volunteer expenses	272	-	272	1,297
Wages, NI & pension	41,115	183,825	224,940	219,739
Tribunal settlement	-	-	-	15,000
	<u>17,150</u>	<u>293,310</u>	<u>310,460</u>	<u>318,865</u>

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 8 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2021 £	2020 £
Independent examination	1,175	1,175
Other financial services	1,625	1,913
	<u>2,800</u>	<u>3,088</u>

#### 9 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
<b>Staff costs during the year were:</b>		
Wages and salaries	201,882	194,046
Social security costs	13,013	15,793
Pension costs	10,045	9,900
	<u>224,940</u>	<u>219,739</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2021 No	2020 No
Average number of employees	<u>9</u>	<u>8</u>

9 (2020 - 8) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £10,045 (2020 - £9,900).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £112,283 (2020 - £105,929).

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 11 Debtors

	2021 £	2020 £
Prepayments	1,975	7,340

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

	2021 £	2020 £
Other taxation and social security	2,562	3,806
Other creditors	4,360	1,752
Accruals	-	1,534
	6,922	7,092

#### 13 Obligations under leases and hire purchase contracts

##### Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
<b>Land and buildings</b>		
Within one year	20,700	15,525
Between one and five years	82,800	82,800
After five years	87,847	108,675
	191,347	207,000

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 14 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>					
<i>General</i>					
General fund	103,352	76,669	(17,150)	(1,117)	161,754
<b>Restricted funds</b>					
Big Lottery Women & Girls fund	15,663	123,534	(90,657)	-	48,540
Big Lottery Reaching Communities fund	27,038	105,442	(106,503)	-	25,977
Communities of Identity	8,956	9,920	-	-	18,876
Help through Crisis fund	5,634	23,345	(14,516)	-	14,463
Opportunities & Change fund	1,504	-	(1,504)	-	-
NatWest Skills & Opportunities fund	15,122	-	(11,614)	-	3,508
DCMS fund	-	41,700	(42,298)	598	-
DEFRA fund	-	4,381	(4,381)	-	-
Coronavirus Response fund	-	7,595	(333)	-	7,262
Safeguarding Project fund	-	19,619	(20,138)	519	-
VRF fund	-	1,786	(1,366)	-	420
<b>Total restricted funds</b>	<u>73,917</u>	<u>337,322</u>	<u>(293,310)</u>	<u>1,117</u>	<u>119,046</u>
<b>Total funds</b>	<u><u>177,269</u></u>	<u><u>413,991</u></u>	<u><u>(310,460)</u></u>	<u><u>-</u></u>	<u><u>280,800</u></u>

The transfers from the General fund to the DCMS and Safeguarding Project funds is to cover the deficit on these activities.

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2020 £
<b>Unrestricted funds</b>					
<i>General</i>					
General fund	127,430	46,417	(66,235)	(4,260)	103,352
<b>Restricted funds</b>					
Big Lottery Women & Girls fund	12,769	120,210	(117,316)	-	15,663
Big Lottery Reaching Communities fund	23,678	82,506	(79,146)	-	27,038
Communities of Identity	23,574	9,920	(24,538)	-	8,956
Help through Crisis fund	(7,705)	27,808	(18,729)	4,260	5,634
Opportunities & Change fund	-	2,293	(789)	-	1,504
NatWest Skills & Opportunities fund	27,234	-	(12,112)	-	15,122
<b>Total restricted funds</b>	<u>79,550</u>	<u>242,737</u>	<u>(252,630)</u>	<u>4,260</u>	<u>73,917</u>
<b>Total funds</b>	<u>206,980</u>	<u>289,154</u>	<u>(318,865)</u>	<u>-</u>	<u>177,269</u>

## **POW Nottingham**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

The specific purposes for which the funds are to be applied are as follows:

The Opportunities and Change funding was received through the Building Better Opportunities programme which is jointly funded by the European Social Fund and the Big Lottery. We were funded via Framework to employ a full time 'Navigator'. This role offered progression support to service users with a view to them getting into training and/or employment;

The Big Lottery Reaching Communities fund was for core service delivery;

The Big Lottery Women and Girls fund supported the RAiSE programme (Raising Awareness in Sexual Exploitation) and the MWAH initiative (Migrant Sex Workers Help and Advice);

The Communities of Identity fund grant was received from the Nottingham Women's Centre as part of a consortium bid to fund creative art and personal development activities;

The Lloyds Bank Foundation gained some funding through the Department for Culture, Communication and Sport (DCMS) Community Match Challenge. The funding was to support the work of essential charities during the pandemic, allowing the continuation of essential services to vulnerable groups during the Covid-19 crisis by ensuring they have the financial resources to operate;

The Help through Crisis fund was funded by the Nottingham Women's Centre and is used to help POW's clients who need assistance with welfare benefits and crisis intervention;

The Lloyds Bank Foundation supported the core costs of the organisation as well as providing organisational development support to ensure future sustainability and resilience;

The NatWest Skills and Opportunities fund is a fund used to support services users around education and how to apply for benefits, particularly Universal Credit benefit;

The Nottingham City Council funding was provided through the Emergency Assistance Grant from the Government Department for Environment, Food and Rural Affairs (DEFRA). It assisted POW in providing support to those individuals most impacted by Covid-19;

The Nottinghamshire Covid-19 Community Fund (NCF) was received to help the organisation respond to exceptional challenges during the pandemic;

The Community Safety and Violence Reduction Unit Fund (PCC) supported the work of the Police Liaison project which worked in partnership with the Police, Modern Slavery team and local services to increase safety and reduce harm for our hidden and vulnerable community members;

Vicar Relief Fund (VRF) Emergency Fund provided essential funding to POW service users experiencing homelessness during the pandemic.

## POW Nottingham

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 15 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

#### 16 Analysis of net assets between funds

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2021 Total funds</b>
	<b>General £</b>	<b>£</b>	<b>£</b>
Current assets	168,676	119,046	287,722
Current liabilities	(6,922)	-	(6,922)
Total net assets	<u>161,754</u>	<u>119,046</u>	<u>280,800</u>

  

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2020 Total funds</b>
	<b>General £</b>	<b>£</b>	<b>£</b>
Current assets	110,444	73,917	184,361
Current liabilities	(7,092)	-	(7,092)
Total net assets	<u>103,352</u>	<u>73,917</u>	<u>177,269</u>

#### 17 Related party transactions

There were no related party transactions in the year.