

Company registration number: 06675269

Charity registration number: 1129979

POW Nottingham

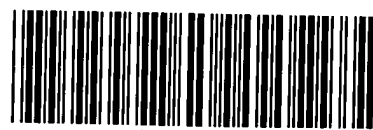
(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

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

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POW Nottingham

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POW Nottingham

Reference and Administrative Details

Trustees	Clive Shirland Tarze Edwards-Small Corrine Miller Yvonne Lovett Dr Larissa Sandy
Senior Management Team	Deidre Bowen, Chief Executive Officer, until March 2022 Michelle Brown, Office Manager Carys Jones, Operations Manager, until January 2022
Registered Office	16 Independent Street Nottingham NG7 3LN
Company Registration Number	06675269
Charity Registration Number	1129979
Independent Examiner	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 2022.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Clive Shirland
	Tarze Edwards-Small
	Corrine Miller
	Yvonne Lovett
	Dr Larissa Sandy (appointed 17 February 2022)
	Jade-Su Armstrong (resigned 26 August 2021)
	Sarah Hilder (resigned 26 August 2021)
	Neil Radford (resigned 17 February 2022)
	Ben Talbot (resigned 17 February 2022)

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 workers 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:

- Individual Support Needs Assessments leading to outcomes-based Support Plans;
- One to one support sessions;
- Benefit advice;
- Provision of creative activities;
- Drug Treatment Clinics;
- Needle Exchange;
- Sexual Health and Contraception Clinics;
- Housing Clinic;
- Community Mental Health Clinic;
- Appointment options on a day when drop-in is closed for clients to access 1:1 casework support;
- Clothes Bank, laundry facilities, shower room, hot meals;
- Support and encouragement to access mainstream services;
- Advice and information on exiting sex work.

An Outreach service providing:

- Condom and rape alarm distribution;
- Outreach Sexual Health service;
- Flexible out-of-hours emergency support;
- Sauna and flat visits;
- Home visits;
- Hospital, rehab, and prison visits;
- Accompanied Court Appearances;
- Accompanied health, housing, and benefit appointments.

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.

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.

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, impacting ability 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 with broad ranging services throughout the financial year; adding extra services and expanding our partnership work, to better meet the needs of vulnerable people within Nottingham, widening our scope to reach new communities.

We have strengthened relationships with a number of key agencies including The Wellbeing Hub, The Health Shop, Housing Aid, NHS Integrated Sexual Health Services, NHS Rough Sleeping Team, NHS Hepatology team, Community Mental Health Team, Juno, Universities, and agencies working with the LGBTQ+ community.

In 2021-2022 we worked with 379 individuals many with multiple and complex needs. 57 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 2021-2022 we distributed 10,122 condoms to on-street workers through our drop in and assertive outreach sessions. We also distributed 15,372 to off-street sex workers through visiting off-street workers. As part of the City and County Harm Reduction strategy we supplied 388 packs of foil and 69 needle packs to individuals. Our internal POW drugs clinic was attended 86 times throughout the year, with 28 of our clients in receipt of a methadone or Subutex prescription in order to reduce or abstain from drug use.

POW Nottingham

Trustees' Report

POW supported 44 clients with alcohol dependency, 87 individuals with an addiction to crack cocaine and 81 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 116 clients classed as 'chaotic' (multiple needs including drug addiction, homelessness, mental or physical health needs), 122 'stable' clients and 141 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 restarted on a weekly basis in 2021-2022, following a break from the NHS Sexual Health Team due to Covid-19. The clinic has been sporadic due to capacity and has seen 19 clients. Due to a gap in service, The Health Shop started going out to off-street premises on a monthly basis in February and saw 15 clients in 2021-2022.

In 2021-2022 POW worked with 178 active sex workers, 44 inactive sex workers, 12 who had recently exited, 11 who had returned to sex work and 112 people who did not disclose their sex working status. During the year, 93 discussions took place with individuals who wanted support with progression or exiting of sex work.

In 2021-2022 we started 3 new weekly partnership agency clinics at POW: homeless health clinic, community mental health clinic, and a housing aid clinic, which have been building up relationships with clients and creating direct routes into services that clients are otherwise not accessing. A one-off service ran in January 2022 where the community dentist team ran a weekly clinic at our drop-in. The NHS Hepatology team have attended quarterly and ran hepatitis testing events.

We have increased our partnership working with key agencies during our street outreach sessions. The Health Shop have continued to support with outreach sessions, and we now have Housing Aid, Juno complex needs, the community mental health team, and homeless health, each supporting street outreach sessions on a monthly basis, providing access in the community for clients to speak to agencies about their needs.

POW worked with 132 professionals on 615 occasions to support clients during 2021-2022.

Another top priority for POW remains safety for sex workers and those at risk. To this end we supported 40 individuals who reported a sexually violent offence and 26 individuals who reported a violent offence committed against their person. We discussed domestic abuse with individuals on 116 occasions and have made referrals through to relevant services including Women's Aid and various refuges locally and nationally, in partnership with the new Women's complex needs worker at Juno.

Housing and maintaining this housing remains precarious for many of our vulnerable clients. Clients were supported through partnership working with All Saints, Framework and YMCA as well as other housing providers to maintain tenancies and gain appropriate accommodation. Housing and homelessness issues were discussed with 140 unique individuals in the year. Our current information suggests 34 POW clients have no fixed abode, 5 are street homeless and 11 live in hostels.

Throughout the year POW supported 84 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 Nottingham

Trustees' Report

In the financial year we continued two new pilot projects: one around student sex workers and one around the LGBTQ+ community. The LGBTQ+ project completed outreach with The Health Shop to known 'cruising' sites, as well as Netreach on LGBTQ+ specific online sites to sell sex. The student project was involved in 'SHAG' 'Sexual Health & Guidance' week, across 2 University campuses in Nottingham, raising awareness of sex work safety and students involved in sex work. We also completed some online training to students on sexual health, and joint work with the Student Sex work Project Manchester to deliver training to university staff in Nottingham.

POW supported 46 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 25 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 72 individuals with their self-determined needs. This included supporting people to enrol on education courses, gain employment, attend 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 deficit this year mainly due to one of the main funding streams coming to an end. This funding stream financed 80% of the organisations costs, and whilst continuation funding has been secured it is significantly less than previously. Our position is however acceptable, the organisation is now in a solid position, having expanded and secured a wider grant funding base.

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.

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. The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 22/06/2022 and signed on its behalf by:


Clive Shirland
Trustee


Corrine Miller
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 2022.

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').

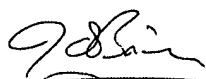
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

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: 22/06/2022

POW Nottingham

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	2	103,188	-	103,188	75,403
Charitable activities	3	851	134,757	135,608	338,565
Investment income	5	6	-	6	23
Total Income		<u>104,045</u>	<u>134,757</u>	<u>238,802</u>	<u>413,991</u>
Expenditure on:					
Charitable activities	6	<u>(107,850)</u>	<u>(206,873)</u>	<u>(314,723)</u>	<u>(310,460)</u>
Total Expenditure		<u>(107,850)</u>	<u>(206,873)</u>	<u>(314,723)</u>	<u>(310,460)</u>
Net (expenditure)/income		(3,805)	(72,116)	(75,921)	103,531
Transfers between funds		<u>(356)</u>	<u>356</u>	<u>-</u>	<u>-</u>
Net movement in funds		(4,161)	(71,760)	(75,921)	103,531
Reconciliation of funds					
Total funds brought forward		<u>161,754</u>	<u>119,046</u>	<u>280,800</u>	<u>177,269</u>
Total funds carried forward	11	<u>157,593</u>	<u>47,286</u>	<u>204,879</u>	<u>280,800</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 11.

The notes on pages 12 to 21 form an integral part of these financial statements.

POW Nottingham

Statement of Financial Activities for the Year Ended 31 March 2022 (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 2021 £
Income and Endowments from:				
Donations and legacies	2	75,403	-	75,403
Charitable activities	3	1,243	337,322	338,565
Investment income	5	23	-	23
Total income		<u>76,669</u>	<u>337,322</u>	<u>413,991</u>
Expenditure on:				
Charitable activities	6	<u>(17,150)</u>	<u>(293,310)</u>	<u>(310,460)</u>
Total expenditure		<u>(17,150)</u>	<u>(293,310)</u>	<u>(310,460)</u>
Net income		59,519	44,012	103,531
Transfers between funds		<u>(1,117)</u>	<u>1,117</u>	-
Net movement in funds		58,402	45,129	103,531
Reconciliation of funds				
Total funds brought forward		<u>103,352</u>	<u>73,917</u>	<u>177,269</u>
Total funds carried forward	11	<u><u>161,754</u></u>	<u><u>119,046</u></u>	<u><u>280,800</u></u>

The notes on pages 12 to 21 form an integral part of these financial statements.

POW Nottingham

(Registration number: 06675269)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Current assets			
Debtors	9	1,862	1,975
Cash at bank and in hand		<u>214,978</u>	<u>285,747</u>
		216,840	287,722
Creditors: Amounts falling due within one year	10	<u>(11,961)</u>	<u>(6,922)</u>
Net assets		<u>204,879</u>	<u>280,800</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	11	47,286	119,046
Unrestricted income funds			
Unrestricted funds		<u>157,593</u>	<u>161,754</u>
Total funds	11	<u>204,879</u>	<u>280,800</u>

For the financial year ending 31 March 2022 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 financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 9 to 21 were approved by the trustees, and authorised for issue on 22/06/2022 and signed on their behalf by:


Clive Shirland
Trustee


Corrine Miller
Trustee

The notes on pages 12 to 21 form an integral part of these financial statements.

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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 2022

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:

Asset class	Depreciation method and rate
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 2022

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 2022 £	Total 2021 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	3,688	3,688	7,903
Grants, including capital grants;			
Government grants	45,000	45,000	47,500
Grants from other charities	54,500	54,500	20,000
	<u>103,188</u>	<u>103,188</u>	<u>75,403</u>

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Grants & donations	-	134,757	134,757	337,322
Sales & fees	-	-	-	40
Sundry income	851	-	851	1,203
	<u>851</u>	<u>134,757</u>	<u>135,608</u>	<u>338,565</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
National Lottery Community Fund	-	72,301	72,301
Nottinghamshire PCC	-	19,869	19,869
Postcode Places Trust	-	17,614	17,614
Nottingham Women's Centre	-	15,723	15,723
Charles Hayward Foundation	-	7,000	7,000
Screwfix Foundation	-	2,250	2,250
NHS Nottingham City CCG	45,000	-	45,000
Lloyds Bank Foundation	30,000	-	30,000
Garfield Weston	20,000	-	20,000
Sundry grants & donations	3,688	-	3,688
The Jones 1986 Charitable Trust	2,500	-	2,500
JN Derbyshire Trust	2,000	-	2,000
	<u>103,188</u>	<u>134,757</u>	<u>237,945</u>

5 Investment income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>6</u>	<u>6</u>	<u>23</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

6 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Accounting & professional fees	16,983	6,011	22,994	26,882
Activities & events	49	42	91	818
Advertising & marketing	211	200	411	340
Bank charges	445	-	445	467
Catering costs	26	137	163	244
Cleaning & hygiene	4,009	62	4,071	2,681
Database, website & IT	1,444	79	1,523	2,623
Training	526	990	1,516	517
Hardship fund	-	12	12	84
Repairs & maintenance	2,600	636	3,236	7,303
Harm minimisation	2,061	42	2,103	2,087
Hospitality, donations & gifts	1,961	44	2,005	878
Insurance	1,869	201	2,070	1,600
Membership & subscriptions	878	74	952	721
Overhead charges	(38,472)	38,472	-	-
Printing, stationery & postage	1,196	112	1,308	1,281
Recruitment	2,666	264	2,930	133
Rent & services	22,905	-	22,905	18,123
Outreach supplies	118	798	916	3,959
Sundry expenditure	333	78	411	326
Telephone & internet	2,665	263	2,928	4,006
Utilities	4,665	-	4,665	6,674
Vehicle & travel	1,521	2,770	4,291	3,501
Volunteer expenses	842	20	862	272
Wages, NI & pension	76,349	155,566	231,915	224,940
	<u>107,850</u>	<u>206,873</u>	<u>314,723</u>	<u>310,460</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

7 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:

	2022 £	2021 £
Independent examination	1,210	1,175
Other financial services	1,593	1,625
	<u>2,803</u>	<u>2,800</u>

8 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	211,921	201,882
Social security costs	9,978	13,013
Pension costs	10,016	10,045
	<u>231,915</u>	<u>224,940</u>

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

	2022 No	2021 No
Average number of employees	<u>9</u>	<u>9</u>

8 (2021 - 9) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £10,017 (2021 - £10,045).

The total employee benefits of the key management personnel of the charity were £127,424 (2021 - £112,283).

9 Debtors

	2022 £	2021 £
Prepayments	<u>1,862</u>	<u>1,975</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

10 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	5,998	2,562
Other creditors	5,648	4,360
Accruals	315	-
	<u>11,961</u>	<u>6,922</u>

11 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
General fund	161,754	104,045	(107,850)	(356)	157,593
Restricted funds					
Big Lottery Women & Girls fund	48,540	-	(48,540)	-	-
Big Lottery Reaching Communities fund	25,977	20,759	(46,736)	-	-
Communities of Identity	18,876	9,920	(27,052)	-	1,744
Help through Crisis fund	14,463	5,804	(19,865)	-	402
NatWest Skills & Opportunities fund	3,508	-	(3,508)	-	-
Coronavirus Response fund	7,262	-	(7,358)	96	-
VRF fund	420	-	-	-	420
Crisis work fund	-	24,614	(5,998)	-	18,616
EmPOWER fund	-	51,541	(27,107)	-	24,434
Building repairs/maintenance fund	-	2,250	(580)	-	1,670
Community Safety & Violence Reduction Unit fund	-	19,869	(20,129)	260	-
Total restricted funds	<u>119,046</u>	<u>134,757</u>	<u>(206,873)</u>	<u>356</u>	<u>47,286</u>
Total funds	<u>280,800</u>	<u>238,802</u>	<u>(314,723)</u>	<u>-</u>	<u>204,879</u>

The transfer from the General fund to the Coronavirus Response and the Community Safety & Violence Reduction Unit funds are to cover the deficit on these activities.

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

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

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

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

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

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.

The Crisis fund is funding received from The Charles Hayward Foundation and Postcode Places Trust towards POW's crisis work, helping vulnerable community members to overcome immediate risks to their health and safety, and to manage the mental health issues they face.

The EmPOWER fund was awarded by the National Lottery Community Fund to enable POW to continue its core service delivery, with the project split into prevention, outreach and empowerment and lastly progression.

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 2022

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
<i>General</i>					
General fund	103,352	76,669	(17,150)	(1,117)	161,754
Restricted					
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
Total restricted funds	<u>73,917</u>	<u>337,322</u>	<u>(293,310)</u>	<u>1,117</u>	<u>119,046</u>
Total funds	<u>177,269</u>	<u>413,991</u>	<u>(310,460)</u>	<u>-</u>	<u>280,800</u>

12 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	2022 £	2021 £
Land and buildings		
Within one year	20,700	20,700
Between one and five years	82,800	82,800
After five years	67,147	87,847
	<u>170,647</u>	<u>191,347</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2022

13 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.

14 Analysis of net assets between funds

	Unrestricted		2022
	General £	Restricted £	Total funds £
Current assets	169,554	47,286	216,840
Current liabilities	(11,961)	-	(11,961)
Total net assets	<u>157,593</u>	<u>47,286</u>	<u>204,879</u>

	Unrestricted		2021
	General £	Restricted £	Total funds £
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>

15 Related party transactions

Yvonne Lovett

During the year services totalling £239 were provided by Just Lovett Design Ltd, the owner of which is related to Yvonne Lovett.

16 Taxation

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

17 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.