

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 2024

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

POW Nottingham

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 8
Independent Examiner's Report	9
Statement of Financial Activities	10 to 11
Balance Sheet	12
Notes to the Financial Statements	13 to 22

POW Nottingham

Reference and Administrative Details

Chairman	Corrine Miller
Trustees	Tarze Edwards-Small Corrine Miller Deirdre Bowen Heidi Barlow Chloe Philpott Natalie Dickinson Jonathan Worsley
Senior Management Team	Jessica Brannan, CEO Valerie Ross, Senior Manager
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 and auditors' report of the charitable company for the year ended 31 March 2024.

Trustees and officers

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

Trustees:	Clive Shirland (resigned 27 February 2024)
	Tarze Edwards-Small
	Corrine Miller
	Dr Larissa Sandy (resigned 5 July 2023)
	Deirdre Bowen
	Heidi Barlow (appointed 27 February 2024)
	Chloe Philpott (appointed 27 February 2024)
	Natalie Dickinson (appointed 15 July 2024)
	Jonathan Worsley (appointed 15 July 2024)

Chairman:	Corrine Miller
-----------	----------------

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.

POW Nottingham

Trustees' Report

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:

- 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 Nottingham have continued with broad ranging services; adding extra services and expanding our partnership work to better meet the needs of vulnerable people in Nottingham.

We have strengthened relationships with a number of key agencies, including Sexual Assault Referral Centre, Homeless Health Team, The Wellbeing Hub, The Health Shop, Housing Aid, NHS Integrated Sexual Health Services, Community Mental Health Team, Juno, Notts SVSS, Universities, Nottingham Women's Centre and LGBTQ+ Network.

In 2023-2024 we worked with 273 individuals, many with complex needs. As a result of this 63 safeguarding concerns were raised and managed.

Harm minimisation remains a top priority for POW in line with our values and ethos. As such, in 2023-24 we distributed 11,586 condoms to on-street workers through our drop in and outreach sessions. We also distributed 12,960 condoms to off-street workers. As part of the City and County harm reduction strategy we supplied 95 packs of foil and 200 needle to individuals. Our internal POW drugs clinic was attended 116 times throughout the year, with 24 of our clients in receipt of a methadone or subutex prescription in order to reduce or abstain from drug use.

POW supported 50 clients with alcohol dependency, 76 individuals with an addiction to crack cocaine, and 65 individuals with an addiction to heroin. These are the most prominent concerns for our client cohort and the harm reduction work through our clinic and close partnership with agencies helps us to reduce risk for these clients.

POW Nottingham

Trustees' Report

In addition to harm minimisation we remain a key service for vulnerable men and women to maintain good physical and sexual health. Our sexual health clinic runs on a weekly basis, and our Off-Street Worker also support those working in saunas and flats to access self-testing, returning swabs to the sexual health clinic for testing.

In 2023-24 POW worked with 135 active sex workers, 37 inactive, 5 who have recently exited, 9 who have returned and 79 who did not want to disclose their sex working status. During the year 53 discussions took place around wanting support with progression or exiting sex work.

In 2023-24 we continued our weekly partnerships with homeless health clinic, and community mental health. We also held additional clinics testing for blood born viruses, such as HIV/Hep testing.

POW has worked with 143 professionals on 1031 occasions to support clients, and demonstrating increased need for partnership working.

Another top priority for POW remains safety for sex workers and those at risk. To this end we supported 48 individuals who reported an assault and individuals who reported the offence to the police. We discuss domestic abuse with 43 individuals and made relevant referrals.

Housing and maintaining housing remains precarious for many of our vulnerable clients, with it being discussed with 92 individuals this year. Our current information suggests that 36 POW clients have no fixed abode, 8 are street homeless and 7 living in hostels.

Throughout the year POW supported 59 people in crisis. This includes work with multi-agency teams around safeguarding, homelessness, probation, criminal justice, benefits, debt, drug addition, and mental and physical health.

Our STEP project has worked with 24 young people, with 18 receiving intense support around the issues they are facing, such as sexual and criminal exploitation.

We have been part of the national Safer Inhalation Pipes Project (SIPP) during this last year, completing surveys with services users to gather information around their crack use and the impact on their health. We have then provided 33 people with clean crack pipes kits and are now in the stage of gathering further health information after the intervention.

POW was also awarded the C Card tender by Nottingham City Council, which entails delivering the condom distribution scheme to 13-24 year olds in Nottingham City. This has grown our profile and got our names out to new networks.

We purchased a new outreach van in October, which has allowed a more reliable outreach service to our clients.

Our bid to BUPA and Clothworkers were successful and has resulted in important improvements to our heating system and garden, benefiting both clients and staff.

POW now delivers training about working with sex workers to all new police officers in Nottinghamshire Police. This has meant we can provide further understanding to barriers such as stigma, criminalisation and addiction.

Throughout the year we have worked closely with the University of Nottingham on 'Creating Opportunities for Sex Worker Justice', developing a new reporting tool for sex workers to report crimes. We are continuing this working into the next financial year.

Our Business Plan has been reviewed during this period, this will help us to identify and clarify our aims over the next 5 years.

POW Nottingham

Trustees' Report

We have continued to network, attending events, inputting to local and national strategy, creating new partnerships, and promoting the work of POW.

Financial review

POW Nottingham will see a surplus this year, due to the timing of grant payments, staff shortage, and a generous donation from East Midlands Sexual Health in the wake of their services closing. Going forward we now have a nearly full staff team and we envisage that our income and outgoings will be in line. Our position is comfortable going into the next financial year.

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.

POW Nottingham

Trustees' Report

Statement of 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 applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". 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 the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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.

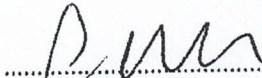
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 11/12/24 and signed on its behalf by:


.....
Corrine Miller
Chairman and trustee

POW Nottingham

Independent Examiner's Report to the trustees of POW Nottingham ('the Company')

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 2024.

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').

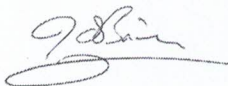
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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, FAIA, 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: 13.12.2024
.....

POW Nottingham

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	198,420	-	198,420	110,411
Charitable activities	3	469	330,233	330,702	221,912
Other trading activities	5	-	-	-	735
Investment income	6	777	-	777	253
Total Income		<u>199,666</u>	<u>330,233</u>	<u>529,899</u>	<u>333,311</u>
Expenditure on:					
Charitable activities	7	<u>(61,816)</u>	<u>(355,224)</u>	<u>(417,040)</u>	<u>(259,497)</u>
Total Expenditure		<u>(61,816)</u>	<u>(355,224)</u>	<u>(417,040)</u>	<u>(259,497)</u>
Net income/(expenditure)		<u>137,850</u>	<u>(24,991)</u>	<u>112,859</u>	<u>73,814</u>
Net movement in funds		137,850	(24,991)	112,859	73,814
Reconciliation of funds					
Total funds brought forward		<u>231,728</u>	<u>46,965</u>	<u>278,693</u>	<u>204,879</u>
Total funds carried forward	17	<u><u>369,578</u></u>	<u><u>21,974</u></u>	<u><u>391,552</u></u>	<u><u>278,693</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 17.

The notes on pages 13 to 22 form an integral part of these financial statements.

POW Nottingham

Statement of Financial Activities for the Year Ended 31 March 2024 (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 2023 £
Income and Endowments from:				
Donations and legacies	2	110,411	-	110,411
Charitable activities	3	2,128	219,784	221,912
Other trading activities	5	735	-	735
Investment income	6	253	-	253
Total income		<u>113,527</u>	<u>219,784</u>	<u>333,311</u>
Expenditure on:				
Charitable activities	7	<u>(39,392)</u>	<u>(220,105)</u>	<u>(259,497)</u>
Total expenditure		<u>(39,392)</u>	<u>(220,105)</u>	<u>(259,497)</u>
Net income/(expenditure)		<u>74,135</u>	<u>(321)</u>	<u>73,814</u>
Net movement in funds		74,135	(321)	73,814
Reconciliation of funds				
Total funds brought forward		<u>157,593</u>	<u>47,286</u>	<u>204,879</u>
Total funds carried forward	17	<u><u>231,728</u></u>	<u><u>46,965</u></u>	<u><u>278,693</u></u>

The notes on pages 13 to 22 form an integral part of these financial statements.

POW Nottingham

(Registration number: 06675269)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Current assets			
Debtors	10	12,336	3,265
Cash at bank and in hand		<u>384,901</u>	<u>281,391</u>
		397,237	284,656
Creditors: Amounts falling due within one year	11	<u>(5,685)</u>	<u>(5,963)</u>
		<u>391,552</u>	<u>278,693</u>
Net assets			
Funds of the charity:			
Restricted income funds			
Restricted funds	17	21,974	46,965
Unrestricted income funds			
Unrestricted funds		<u>369,578</u>	<u>231,728</u>
Total funds	17	<u>391,552</u>	<u>278,693</u>

For the financial year ending 31 March 2024 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 10 to 22 were approved by the trustees, and authorised for issue on 11/12/24 and signed on their behalf by:

.....
Corrine Miller
Chairman and trustee

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

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

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the 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 2024

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 2024

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 2024 £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	148,037	148,037	27,250
Donations from individuals	2,463	2,463	2,022
Grants, including capital grants;			
Government grants	47,920	47,920	45,100
Grants from other charities	-	-	36,039
	<u>198,420</u>	<u>198,420</u>	<u>110,411</u>

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	-	330,013	330,013	219,784
Sales & fees	130	-	130	1,774
Sundry income	339	220	559	354
	<u>469</u>	<u>330,233</u>	<u>330,702</u>	<u>221,912</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
Big lottery	-	108,301	108,301
Clothworkers Foundation	-	10,000	10,000
Donations	2,463	-	2,463
DWP	1,933	-	1,933
East Midlands Sex	72,467	-	72,467
Garfield Weston	30,000	-	30,000
Groundworks	-	1,800	1,800
Lloyds	25,000	-	25,000
Matthew Good Foundation	500	-	500
NHS Nottingham City CCG	45,000	-	45,000
Nottingham City Council	-	102,610	102,610
The Henry Smith Charitable Trust	-	30,250	30,250
Nottingham Women's Centre	-	7,313	7,313
Notts Police	-	40,971	40,971
The Lady Hind Trust	-	3,000	3,000
The National Lottery CF	20,070	23,439	43,509
University of Karni	295	-	295
University of Nottingham	692	2,329	3,021
	<u>198,420</u>	<u>330,013</u>	<u>528,433</u>

5 Income from other trading activities

	Total funds £	Total 2023 £
Local fundraising and street collection income	-	735
	<u>-</u>	<u>735</u>

6 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>777</u>	<u>777</u>	<u>253</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Accounting & professional fees	4,500	6,270	10,770	14,908
Activities & events	403	6,524	6,927	2,343
Advertising & marketing	-	4,555	4,555	523
Bank charges	1,041	228	1,269	1,060
Cleaning & hygiene	2,732	1,842	4,574	3,955
Database, website & IT, telephone	123	8,545	8,668	4,361
Evaluations	725	2,325	3,050	1,600
Equipment, repairs & maintenance	137	17,302	17,439	8,630
Hospitality, donations & gifts	884	1,308	2,192	1,783
Harm minimisation	371	6,381	6,752	2,980
Insurance	1,727	520	2,247	2,117
Membership & subscriptions	671	1,254	1,925	909
Printing, stationery & postage	263	1,279	1,542	446
Rent, rates & bins	12,787	20,324	33,111	23,218
Outreach supplies & van	10	17,301	17,311	1,992
Sundry expenditure	-	605	605	576
Utilities	-	-	-	6,742
Volunteer expenses	36	997	1,033	842
Wages, NI & pension	30,470	248,960	279,430	169,785
Other staff costs	4,886	8,694	13,580	10,727
Trustee expenses	50	10	60	-
	61,816	355,224	417,040	259,497

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

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:

	2024 £	2023 £
Independent examination	1,400	1,270
Other financial services	5,839	1,928
	<u>7,239</u>	<u>3,198</u>

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	250,317	150,893
Social security costs	19,516	12,000
Pension costs	9,597	6,892
	<u>279,430</u>	<u>169,785</u>

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

	2024 No	2023 No
Average number of employees	<u>9</u>	<u>9</u>

Contributions to the employee pension schemes for the year totalled £9,597 (2023 - £6,892).

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 £84,835 (2023 - £72,442).

10 Debtors

	2024 £	2023 £
Prepayments	12,336	2,890
Other debtors	<u>-</u>	<u>375</u>
	<u>12,336</u>	<u>3,265</u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	3,815	4,168
Other creditors	1,870	1,764
Accruals	-	31
	<u>5,685</u>	<u>5,963</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:

	2024 £	2023 £
Land and buildings		
Within one year	20,700	20,700
Between one and five years	41,400	62,100
After five years	<u>25,747</u>	<u>46,447</u>
	<u>87,847</u>	<u>129,247</u>

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 Related party transactions

There were no related party transactions in the year.

15 Taxation

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

16 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.

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

17 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
<i>General</i>				
General fund	231,728	199,666	(61,816)	369,578
Restricted funds				
Big Lottery Women & Girls fund	-	55,492	(55,492)	-
Crisis work fund	1,984	-	(1,984)	-
EmPOWer fund	9,252	108,301	(109,358)	8,195
Building repairs/maintenance	826	-	(826)	-
Awards for All	5,204	-	(5,204)	-
Boots Salaries	8,584	-	(8,584)	-
Henry Smith	5,994	30,250	(30,723)	5,521
Changing Futures	-	47,118	(44,872)	2,246
POW's Safeguarding Project	196	11,756	(11,512)	440
J N Derbyshire	2,002	-	(2,002)	-
Leicester Uni research	-	3,000	(3,000)	-
Safer Streets	5,245	9,759	(15,004)	-
SIPP	1,301	220	(1,521)	-
Thomas Farr	4,748	-	(4,748)	-
Wheatcrofts	1,629	-	(1,629)	-
Bupa	-	1,800	(1,800)	-
Clothworkers Foundation	-	10,000	(10,000)	-
COI (Salaries)	-	7,313	(7,313)	-
Fellow ship (Uon)	-	2,329	(1,213)	1,116
Outreach van (Notts PCC)	-	15,000	(15,000)	-
PCC Community Chest (outreach)	-	4,456	-	4,456
TNLCF Cost of living	-	23,439	(23,439)	-
Total restricted funds	<u>46,965</u>	<u>330,233</u>	<u>(355,224)</u>	<u>21,974</u>
Total funds	<u><u>278,693</u></u>	<u><u>529,899</u></u>	<u><u>(417,040)</u></u>	<u><u>391,552</u></u>

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

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

Empower fund supports the work of prevention, outreach and engagement and progression;
 Henry Smith fund supports the delivery of our core services, specifically drop in;
 Police and Crime Commissioner supports the work of the Police Liaison Worker;
 Safer Streets supports the delivery of our street outreach work;
 Communities of Identity was received as part of a consortium bid to fund creative art and personal development activities;
 Awards 4 All funds the work of the Crisis Intervention Worker;
 Boots funds our core services, including contributions to drop in and outreach;
 Changing Futures fund the work of the Specialist Violence Against Women and Girls Navigator;
 Charles Hayward funds the work of the Crisis Intervention Worker;
 JN Derbyshire funds our core service, including contributions to drop in and outreach;
 Thomas Farr funds our core services, including contributions to drop in and outreach;
 Wheatcroft funds the work of the Crisis Intervention Worker;
 Leicester University funds was to support a 12 week progression group;
 Safer Inhalation Pipes Scheme funding will support the pilot project of providing clean crack pipes to crack users in Nottingham and monitoring improved health outcomes;
 Crisis work - funds the intervention worker role;
 Building repairs/ maintenance – variety of tools, materials and trades people to complete maintenance on the building;
 POW's safeguarding project – This the PCC funding;
 BUPA – Grant toward the garden Clothworkers foundation – Grant to install new heating system;
 COI (Salaries) – Communities of Identity funding;
 Fellowship (UOA) – Funding for the research project along side University of Nottingham;
 TNLCF cost of living – The National Lottery Community Fund.

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General				
General fund	157,593	113,528	(39,393)	231,728
Restricted				
Communities of Identity	1,744	-	(1,744)	-
Help through Crisis fund	402	-	(402)	-
Crisis work fund	18,616	-	(16,632)	1,984
EmPOWER fund	24,434	109,111	(124,293)	9,252
Building repairs/maintenance	1,670	-	(844)	826
Awards for All	-	9,950	(4,746)	5,204
Boots Salaries	-	9,653	(1,069)	8,584
VRF fund	420	-	(420)	-
Henry Smith	-	14,500	(8,506)	5,994
Changing Futures	-	35,480	(35,480)	-
POW's Safeguarding Project	-	11,756	(11,560)	196
J N Derbyshire	-	4,000	(1,998)	2,002

POW Nottingham

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Leicester Uni research	-	3,983	(3,983)	-
Safer Streets	-	10,049	(4,804)	5,245
SIPP	-	1,301	-	1,301
Thomas Farr	-	5,000	(252)	4,748
Wheatcrofts	-	5,000	(3,371)	1,629
Total restricted funds	<u>47,286</u>	<u>219,783</u>	<u>(220,104)</u>	<u>46,965</u>
Total funds	<u>204,879</u>	<u>333,311</u>	<u>(259,497)</u>	<u>278,693</u>

18 Analysis of net assets between funds

	Unrestricted		2024 Total funds £
	General £	Restricted £	
Current assets	375,263	21,974	397,237
Current liabilities	(5,685)	-	(5,685)
Total net assets	<u>369,578</u>	<u>21,974</u>	<u>391,552</u>
	Unrestricted		2023 Total funds £
	General £	Restricted £	
Current assets	237,691	46,965	284,656
Current liabilities	(5,963)	-	(5,963)
Total net assets	<u>231,728</u>	<u>46,965</u>	<u>278,693</u>