

# WOMEN ACTING IN TODAYS SOCIETY

England & Wales · Charity number 1135026

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [07155976](#)

**Registered** 2010-03-18

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Women Acting In Todays Society WAITS  
3rd Floor East  
Wesleyan Building  
Colmore Circus Queensway  
Birmingham  
B4 6AR

**Phone** 01214401443

**Email** [support@waitsaction.org](mailto:support@waitsaction.org)

**Website** [www.waitsaction.org](http://www.waitsaction.org)

## Activities

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**Objects:** (1) THE EDUCATION AND TRAINING OF WOMEN TO FULFIL THEIR ROLES IN SOCIETY.(2) TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.

**Activities:** Women Acting In Todays Society (WAITS) supporting women affected by domestic abuse, with specialism in supporting Global Majority women and offenders. Providing advocacy, refuge, counselling, development workshops that aim to increase skills and confidence. Empowering women, building the leadership skills of women to engage more effectively with networks, policy makers and service providers.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Birmingham City
- Sandwell

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£600,002	£559,398	£200,502	12
2024-03-31	£339,438	£430,257	-	-
2023-03-31	£376,526	£412,450	-	-
2022-03-31	£372,610	£332,061	-	-
2021-03-31	£425,920	£329,835	-	-

## Trustees

Name	Role	Appointed
Darshan Singh Matharoo		2024-01-30
Eneis Braham		2019-10-01
Heidi Slater		2019-05-14
Karen Bailey		2017-11-21
SALLY BATEMAN		
Shafeena Mustafa		2024-09-17
Tina Lynn Fisher -Nee Swani		2020-07-21
maureen Cadogan		2014-03-11

**WOMEN ACTING IN TODAYS SOCIETY**

England & Wales - Charity number 1135026

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# Accounts

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Company registration number: 07155976

Charity registration number: 1135026

# Women Acting in Today's Society (W.A.I.T.S)

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Fruition Accountancy Limited  
Unit 4 Three Spires House  
Station Road  
Lichfield  
WS13 6HX

# **Women Acting in Today's Society (W.A.I.T.S)**

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## **Women Acting in Today's Society (W.A.I.T.S)**

### **Reference and Administrative Details**

<b>Chairman</b>	Ms D LaBassiere
<b>Chief Executive Officer</b>	Mrs M Lewinson
<b>Trustees</b>	Mrs K Bailey Ms M L Cadogan Ms E M Braham Mrs H Salter Dr M Esho Ms S Mustafa D Singh Matharoo
<b>Vice Chair</b>	Mrs T L Swani
<b>Treasurer</b>	Mrs S Bateman
<b>Charity Registration Number</b>	1135026
<b>Company Registration Number</b>	07155976
<b>Registered Office</b>	The charity is incorporated in England and Wales. 3rd Floor Colmore Circus Colmore Circus Queensway Birmingham B4 6AR
<b>Independent Examiner</b>	Fruition Accountancy Limited Unit 4 Three Spires House Station Road Lichfield WS13 6HX
<b>Bankers</b>	Co-operative Bank 118-120 Colmore Row Birmingham B3 3BA

# Women Acting in Today's Society (W.A.I.T.S)

## 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 2025.

### Objectives and activities

#### *Objects and aims*

The object of the Charity, as stated in the Memorandum of Association, is the education and training of women to fulfil their roles in society.

#### *Public benefit*

WAITS' Trustees monitor the Charity's activities to demonstrate that the Charity's aims continue to be, and are carried out, for the public benefit This has been translated into W.A.I.T.S overall Business Strategy 2024-2029.

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.

#### *Vision, Mission and Values*

##### *Vision*

A create a legacy of freedom, empowerment and safety for women and families,

##### *Mission*

Working collaboratively, equipping women to make positive choices that transform their futures.

##### *Values*

- **Women-centered:** We are client focused.
- **Accountable:** We empower staff. We respect and value the diversity of people in our communities.
- **Inclusive:** We treat people with dignity and respect. We are committed to fair access to services and employment for all.
- **Trust:** We act with integrity and honesty. We are transparent and open on the conduct of our charity. We preserve the privacy and confidentiality of our clients.
- **Sustainable:** We are innovative, using creative solutions to meet challenges. We deliver `holistic, quality services that provide value for money.

### *Strategic Objectives and Goals*

To deliver our mission and work towards our vision we have set out some strategic priorities, each of which is supported by a set of goals. The strategic priorities are what is important to us and the goals are our expectations as to what we will deliver and/or achieve.

#### **Strategic Objectives**

1. Empowerment and safety for women through a seamless holistic
2. Deliver high quality housing and refuge
3. Have a highly skilled workforce and achieve excellence in our governance

#### **Goals**

- i. To empower women through access to W.A.I.T.S' Domestic Abuse Service.
- ii. To empower women through access to W.A.I.T.S' Community Integration Project.
- i. To provide safe accommodation for women and children who are fleeing domestic abuse.
- i. To achieve re-accreditation of the BCC SEA quality mark excellence in our supported accommodation

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

- |                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Have an excellent Information Technology Communication and Digital (ITC&D) function and business support services | ii. - To achieve the "Investors in People" accreditation.<br>To undertake a self-assessment of our governance against our adopted Charity Governance Code (NCVO)<br>iii. To raise the profile of W.A.I.T.S                                                                                                                                                                                                                                                                                                    |
| 5. Be financially strong and deliver value for money                                                                 | i. To develop and deliver strategy/action plan to ensure that our ITC and digital function supports the business in Communication and Digital (ITC&D) function achieving and business support services excellence<br><br>i. To deliver the funding and income generation strategy<br><br>ii. To deliver the objectives in this business strategy over the three-year period, whilst retaining financial robustness<br><br>iii. To deliver the value for money approach over the life of the business strategy |
| 6. Be environmentally sustainable                                                                                    | i. To develop and deliver Environmental Sustainability strategy/action plan. In preparation for this we aim to:<br>- make best possible use of available resources<br>- conserve energy<br><br>ii. Contribute towards reduction of the 'carbon footprint'                                                                                                                                                                                                                                                     |

### **AIMS**

- Providing one-to-one support, advocacy, and befriending
- Co-ordination of support services for Black, Global Majority women with complex needs
- Delivering training workshops to develop the skills, confidence, knowledge and understanding of women and Global Majority women.
- Having a skilled volunteer program to support the charities objectives
- Provide counselling
- Developing working relationships with policy makers
- Organising and participating in conferences and meetings that raise the profile and the understanding of DA issues in Black Global Majority Communities

WAITS is responsive to the needs of women experiencing domestic abuse; by providing advocacy, support, accommodation and training, specialising in supporting Global Majority, Chinese women and women offenders.

### ***The Role and Contribution of Volunteers***

Volunteers continue to play a vital role in enabling WAITS to meet our objectives. Volunteers provided essential support to enable WAITS to deliver services:

- WAITS Counselling services is provided by fully trained counsellors and counselling placements.
- Befriending volunteers recruited to provide support to WAITS projects.
- In WAITS head office volunteers provided support in administration, marketing & communication, social media and befriending.
- Ambassadors who supports W.A.I.T.S through Fundraising events and activities.

## **Women Acting in Today's Society (W.A.I.T.S)**

### **Trustees' Report**

#### ***Trustees***

WAITS Trustees have specific skills to deliver W.A.I.T.S strategy and to meet our objectives. Trustees have an array of skills for example Legal, Health & Social Care, Housing, Offending, Community Development and Business.

WAITS continue to maintain its focus on the development of groups and individuals through social action to bring about social change by tackling issues of social exclusion, domestic abuse, single parenthood, offending and at risk of offending; supporting women in participating in local decision making and in all aspects of public life.

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### *Objectives, strategies and activities*

W.A.I.T.S provide holistic one-to-one and group support to address the practical, emotional and psychological needs of our clients on their journey towards empowerment. Unlike some other organisations, we are not time-bound, meaning we can offer ongoing support for as long as it is needed. We directly support women through the following services:

#### *The Domestic Abuse Service*

supporting women who have experienced/are currently experiencing domestic abuse. Thank you to our funders Small Wood Trust, MOJ, OPCC in making this service happen

#### *The Community Integration Project (CIP)*

supporting women who have offended in the past or who are at risk of offending/re-offending in the future. Thank you to our funders The Community Fund in making this service happen,

#### *Women's Refuge*

supporting women who are fleeing from, or who are facing homelessness due to, domestic violence. Thank you our funder the Wesleyan Foundation, Oak Foundation in making this service happen

#### *Workshops and Training*

providing therapeutic workshops, training to increase skills and Employability. Consultations to involve clients into decision making, Thank you to our funders, Awards for All, Rosa, OPCC and Triangle Trust in making this service happen

#### *Counselling*

We have in-house counsellors, and good links with external counselling service providers.

#### *Signposting*

Referral to, and support to access, appropriate agencies who specialise in any issues that are outside of our remit. We also act as "Case Lead" to provide co-ordination of the various services required for move-on, resettlement and recovery.

#### *Befriending*

W.A.I.T.S has a dedicated group of trained befrienders; providing a listening ear and reducing isolation and loneliness.

#### *Partnership Working*

Partnering with Birmingham City University, WAITS and SEEKERS board to hold an Domestic Abuse Conference, "change the system "with key stakeholders, survivors, and academics to discuss changing the systems that hinder Global Majority, women to exit an abusive relationship.

Birmingham City Council Domestic Abuse Strategy 2024 - WAITS sat on the advisory group drafting the City Wide Domestic Abuse strategy, now sits on the Domestic Abuse Local Strategic Partnership Operational Group. WAITS SEEKERS Board sit on the DA stakeholders Group.

In 2024, WAITS Survivors took part in the following West Midlands Police consultations organised by WAITS. WMP Race Action Plan, WMP Police Crime Plan.

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### *Strategic Forums*

- Vice chair West Midlands Police Domestic Abuse IAG (Independent Advisory Group)
- Member West Midlands Police NFA Scrutiny Panel
- Member Women's Resource Centre Advisory Group
- Member Birmingham's Violence Against Women Strategy Group
- Member Birmingham's Domestic Abuse Strategy Group
- Member of Birmingham BSAB Birmingham Safeguarding Adults Board
- Member Birmingham Commonwealth Association
- Member Colmore BID Women's Safety Forum

## **Achievements and performance**

### **Domestic Abuse Team**

#### *Description of Service:*

The Domestic Abuse Service supports female victims of domestic abuse to resettle in safe and secure accommodation, and achieve their personal goals by:

One full time IDVA and 1 Part-Time IDVA

Provided one off telephone advice and email enquiries: 368

Case Work 61 BAME women fleeing Domestic Abuse to:

- Access legal support and injunctions:
- Access to permanent accommodation, via council, social housing,
- Access to shared accommodation
- Access to family refuge:
- Counselling
- Access mental health Support
- Workshops
- Befriending
- Access to further education college
- Access to work placements /volunteering

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### **Refuge**

#### *Description of service:*

W.A.I.T.S has 6 women's refuges 16 beds, providing secure accommodation for those escaping abuse. The organisation employs IDVA's to support service users on their journeys and aid them in their development, based on their individual needs. A haven for development and growth women move on to permanent housing and re-connection with children and families

One Refuge Manager Two Part Time Refuge Support Workers

16 Bed spaces

20 women, resided and supported in refuge

212 referrals received

Access to

- Access to Debt and Money advice
- Access legal support and injunctions
- Access to Legal Aid
- Referral to Immigration support
- Access accommodation, via council, social housing, shared accommodation
- Access to general safety and wellbeing support
- Access Counselling
- Access mental health Support
- Access to recovery support
- Access to Workshops
- Befriending
- Access to college
- Access to work placements
- Support in getting back into employment

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### Community Integration Project CIP (Started May 2024 to 2029)

#### *Description of the Service:*

The CIP supports female ex-offenders and those at risk of offending/re-offending suffering domestic abuse to resettle in safe and secure accommodation, and achieve their personal goals, by:

One Full Timer, two part time Resettlement Worker

Working with 74 women offenders or at risk of offending due to domestic abuse.

One full time staff and 2 Part-Time Staff

Provided one off telephone advice and email enquires 485

- Access to Debt and Money advice
- Access legal support and injunctions
- Access accommodation, via council, social housing, shared accommodation
- Access to general safety and wellbeing support
- Access Counselling
- Access mental health Support
- Access to recovery support
- Access to Workshops
- Befriending
- Access to college
- Access to work placements
- Support in getting back into employment

# **Women Acting in Today's Society (W.A.I.T.S)**

## **Trustees' Report**

### **Employability project**

This project focuses on supporting women aged 18-30 who are either offenders or at risk of offending, particularly due to experiences of domestic abuse. The aim is to equip them with practical tools for everyday life and help them prepare for employment.

Work in collaboration with CIP clients to support their transition into future opportunities, using a holistic approach that places a strong emphasis on wellbeing.

The project includes a series of tailored workshops covering key topics relevant to survivors of domestic abuse, as well as one-to-one personalised coaching sessions and action plans for employment.

#### 1 Employment Coach Part Time

- 97 referrals
- 68 young women were supported in accessing volunteering roles, work placements, and vocational training.
- 35 young women gained the confidence to network and connect with potential employers.
- 18 women successfully completed the entire programme, achieving significant positive outcomes.

Support Provided:

- One-to-one coaching sessions tailored to the unique needs and goals of each participant.
- Workshops covering relevant topics aimed at boosting confidence and addressing personal challenges.
- Bespoke CV writing support, adapted to specific sectors and individual career goals.
- Interview preparation and guidance.
- Networking opportunities through connections with partner organisations to help participants find suitable development pathways.

The Community Lead Role enables WAITS to provide a holistic service by providing initiatives that aim to empower and increase skills and decision-making.

One full time Community Lead

### **Operational Volunteering**

All Volunteers have receive training, understanding WAITS holistic support Domestic Abuse and Safeguarding

Our befriending service aims to reduce social isolation and model of healthy relationships for women who have left abusive situations.

With volunteers and student placements, we have provided:

- Provided 246 hours of counselling
- 100 hours of befriending support

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### **Workshops and coffee mornings for clients**

Providing a holistic service to women experiencing domestic abuse is at the core of WAITS work, to complement our advocacy support to clients the following workshops were delivered:

- self-esteem and confidence
- fitness workshops
- housing workshops
- employability workshops
- financial workshop
- peer group,
- mental health/wellbeing workshops
- nutrition workshops
- beauty and self-care
- health workshop
- community workshops
- legal workshop
- education
- volunteering workshops

During this reporting period a total of 72 workshops were held, supporting 71 women. In addition, WAITS also held 18 coffee morning sessions, supporting 34 women.

### **Community Organising**

The Community Organising project enables WAITS to provide a holistic service by providing initiatives that aim to empower and increase skills and decision-making of our clients.

In 2024-25 women accessing WAITS services were invited to participate, in a series of 14 training sessions, where 7 of all clients and 7 for SEEKERS Board to help them to gain public speaking, influencing, campaigning, leadership skills. Gained knowledge on a variety of decision-making systems. The participants were able to put forward solutions after learning how to change the system to be favourable to Global Majority survivors of domestic abuse.

Partnership with Birmingham City University provided training and support to the women who are members of SEEKERS Board (Sharing Experience, Expertise and Knowledge for Effective Response and Safeguarding Board). The aim of the group is working with WAITS to change policies and services for women experiencing gender-based violence and domestic abuse.

Together, the SEEKERS Board has provided evidence by consulting with Birmingham City Council to draft the Domestic Abuse and Violence Against Women Strategies, SEEKERS Board and WATIS clients have provided evidence to draft the West Midland Police and Crime Commissioner Plan, working with West Midland Police in their Race Plan and giving evidence to Mental Health Team for Birmingham and Solihull NHS to influence in their next five years strategy.

SEEKERS Board, WAITS and Birmingham City University organised a Conference in February 2025 attended by over 100 people including officials from the West Midlands Police and Crime Commissioner office, Birmingham City Council, housing sector, Social Services, NHS staff, legal professionals, and other organisations. The aim of the Conference was to give survivors a voice and an opportunity to share their experiences, including the barriers they face when attempting to access housing, social services, police support and access to justice and legal aid. and to create a platform for identifying solutions.

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

SEEKERS Board have delivered 195 hours of influencing work.

### Financial review

#### *Financial position*

	<b>Funds b/fwd</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Funds c/fwd</b>
	<b>01.04.24</b>	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>31.03.25</b>
Unrestricted/general funds	£111,475	£180,344	(£218,341)	£0	£73,478
Restricted funds	£48,423	£419,658	(£341,057)	(£0)	£127,024

The above table summaries the movement in the year of the unrestricted and restricted funds. The Trustees and staff have worked hard to generate funds to help facilitate the day to day running of the company. This has increased restricted reserves in the current year. The unrestricted funds have a deficit for the year because amounts of unrestricted funds received in the year to 31st March 2024 were spent in the current year. All restricted expenditure is in line with the funding criteria of the grants received.

The Trustees have agreed a comprehensive five-year fundraising strategy and five year Business Plan which takes into account WAITS need to raise unrestricted core funds to enable WAITS to cover day to day running costs which are not met by current funding.

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

The Trustees have reviewed the reserves of the charity and the nature of the anticipated income and expenditure. Account has been taken of the need to secure the continuous operation of WAITS given the uncertain future of funding streams and the fact that much of WAITS' current funding is for restricted purposes and time limited.

The Trustees have decided that to safeguard WAITS, reserves should be at least equivalent to 3 months unrestricted core running costs. General reserves at 31 March 2025 stood at £73,478 which is above this target. Restricted reserves at 31 March 2025 stood at £127,024, and total reserves were at £200,502.

#### **Plans for future periods**

##### ***Aims and key objectives for future periods***

The aims and objectives continue to be relevant and, at present, there are no plans to change these. Future activities will involve the following:

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

- **The Domestic Abuse Service** - supporting Black and Global Majority women who have experienced/are currently experiencing domestic abuse.
- **The Community Integration Project (CIP)** - supporting Black and Global Majority women who have offended in the past or who are at risk of offending/re-offending in the future.
- **Women's Refuge** - supporting women who are fleeing from, or who are facing homelessness due to domestic violence; to increase refuge provision and explore affordable housing opportunities for women fleeing domestic abuse
- **Volunteering** - WAITS volunteering program to include accessing volunteers to support the running of the Charity. Supporting Clients through befriending as well as supporting clients with work placements.
- **WAITS CPD Domestic Abuse Training to the security guard industry**; to deliver more DA awareness training programs nationally.

### Trustees and officers

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

Trustees:	Mrs K Bailey Ms M L Cadogan Ms E M Braham Mrs H Salter Dr M Esho (appointed 12 June 2024) Ms S Mustafa (appointed 17 September 2024) D Singh Matharoo
Chairman:	Ms D LaBassiere
Chief Executive Officer:	Mrs M Lewinson
Vice Chair:	Mrs T L Swani
Treasurer:	Mrs S Bateman

### Structure, governance and management

#### *Nature of governing document*

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by a Memorandum of Association dated 10th February 2012.

#### *Recruitment and appointment of trustees*

Trustees are appointed as necessary by the continuing Trustees.

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### **Organisational structure**

Trustees meet quarterly. A Chief Executive Officer is appointed to manage the day-to-day operations of the charity.

WAITS employ staff to achieve its aims and currently employs 12 staff members:

- Chief Executive Officer
- Program Manager Refuge
- Part time Finance Officer
- One full time Senior Domestic Abuse Worker
- One Part time Domestic Abuse Worker
- One Part time Refuge Worker
- One full time Resettlement worker (women Offenders)
- Two Part time Resettlement worker (women Offenders)
- One full-time Community Lead Coordinator
- One Employment Coach
- One full -time Personal Assistant

### **Induction and training of trustees**

New Trustees are introduced to the staff team as part of their induction and are invited to attend two Away Days held each year for planning and review purposes. They receive training and information on their responsibilities as Trustees and other organisational documentation e.g. operational and strategic plans and financial reports.

### **Arrangements for setting key management personnel remuneration**

The Trustees consider the senior management team to comprise the key personnel of the Charity in charge of directing, running, and operating the Charity on a day-to-day basis. The pay of senior staff is reviewed annually by the Trustees and is based on performance and average earnings across the sector.

### **Risk management**

A review of the potential risks takes place once a year at one of the Staff and Trustees Away Days. This enables Trustees to ensure that policies and procedures are in place to minimise any impact. The identified risks and responses are as follows:

<b>RISK</b>	<b>MANAGEMENT</b>	<b>ACTION</b>
WAITS fails to achieve objectives and targets outlined in business plan	Ensure monitoring of business & operational plan at Business Planning Sub-Group meetings and Trustee Board meetings	CEO and Trustees
	Gather information for evaluation and monitoring of WAITS services through WAITS outcomes and activities database	CEO, Operations Co-ordinator and Staff
	Carry out monthly staff supervisions to ensure staff targets are on schedule and monitor staff development programme	CEO, Operations Co-ordinator

## Women Acting in Today's Society (W.A.I.T.S)

### Trustees' Report

	Ensure regular communication of issues or challenges at weekly staff meetings	Operations Co-ordinator
Inadequate revenue funding in the short, medium and long term	Fundraising strategy in place - monitored at Trustee Board meetings	CEO and Trustees
	Reserves Policy in place and monitored	CEO and Trustees
	Fundraiser in place	CEO and Trustees
Inadequate funding for the groups we are working with	Fundraising strategy in place developing partnerships and commissioning opportunities with public sector	Operations Co-ordinator
	Income Generation Strategy in place. Monitored by Trustees	CEO and Trustees
High staff turnover	Ensure ongoing communication with staff and management	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
WAITS workers unable to meet delivery of operational plan due to limited capacity	Staff development programme	Operations Co-ordinator
	Ensure regular progress checks with staff	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Agree corrective action referring to the operational plan including possibility of Co-ordinator existing or new resources taking on some of the work	CEO and Operations Co-ordinator
	Consider additional contingencies to deliver outputs at Board meeting	CEO and Trustees
	Ensure monitoring of outputs and outcomes and outcomes in operational plan at Business Planning sub-group meetings.	CEO and Trustees
WAITS unable to adequately monitor and evaluate need, outputs, outcomes and impact stakeholders, agencies and referral partners.	Ensure quality standards met PQASSO level 1 in place	CEO and Trustees
Lack of co-operation from other stakeholders, agencies and referral partners	Ensure good networks and communication systems with stakeholders, agencies and referral partners	CEO and Trustees

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### **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 9 September 2025 and signed on its behalf by:

*Deirdre LaBassiere*

.....  
Ms D LaBassiere  
Chairman

## **Women Acting in Today's Society (W.A.I.T.S)**

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

The trustees (who are also the directors of Women Acting in Today's Society (W.A.I.T.S) 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.

Approved by the trustees of the charity on 9 September 2025 and signed on its behalf by:

*Deirdre LaBassiere*

.....

Ms D LaBassiere  
Chairman

## **Women Acting in Today's Society (W.A.I.T.S)**

### **Independent Examiner's Report to the trustees of Women Acting in Today's Society (W.A.I.T.S) ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

#### **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 of the Association of Chartered Certified Accountants, 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:

1. accounting records were not kept in respect of Women Acting in Today's Society (W.A.I.T.S) 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.

*Michelle Vincent*

.....  
Michelle Vincent FCCA

Fruition Accountancy Limited  
Unit 4 Three Spires House  
Station Road  
Lichfield  
WS13 6HX

**Women Acting in Today's Society (W.A.I.T.S)**

**Independent Examiner's Report to the trustees of Women Acting in Today's  
Society (W.A.I.T.S) ('the Company')**

9 September 2025

## Women Acting in Today's Society (W.A.I.T.S)

### Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	49,748	419,658	469,406
Charitable activities	4	116,998	-	116,998
Other trading activities	5	13,511	-	13,511
Investment income	6	87	-	87
Total income		<u>180,344</u>	<u>419,658</u>	<u>600,002</u>
<b>Expenditure on:</b>				
Raising funds	7	(14,452)	(485)	(14,937)
Charitable activities	8	<u>(203,889)</u>	<u>(340,572)</u>	<u>(544,461)</u>
Total expenditure		<u>(218,341)</u>	<u>(341,057)</u>	<u>(559,398)</u>
Net (expenditure)/income		<u>(37,997)</u>	<u>78,601</u>	<u>40,604</u>
Net movement in funds		(37,997)	78,601	40,604
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>111,475</u>	<u>48,423</u>	<u>159,898</u>
Total funds carried forward	18	<u><u>73,478</u></u>	<u><u>127,024</u></u>	<u><u>200,502</u></u>

The notes on pages 23 to 36 form an integral part of these financial statements.

## Women Acting in Today's Society (W.A.I.T.S)

### Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	74,489	169,295	243,784
Charitable activities	4	82,483	-	82,483
Other trading activities	5	12,336	-	12,336
Investment income	6	835	-	835
Total income		<u>170,143</u>	<u>169,295</u>	<u>339,438</u>
<b>Expenditure on:</b>				
Raising funds	7	(16,523)	(937)	(17,460)
Charitable activities	8	<u>(190,920)</u>	<u>(221,877)</u>	<u>(412,797)</u>
Total expenditure		<u>(207,443)</u>	<u>(222,814)</u>	<u>(430,257)</u>
Net expenditure		(37,300)	(53,519)	(90,819)
Transfers between funds		<u>34,390</u>	<u>(34,390)</u>	-
Net movement in funds		(2,910)	(87,909)	(90,819)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>114,385</u>	<u>136,332</u>	<u>250,717</u>
Total funds carried forward	18	<u><u>111,475</u></u>	<u><u>48,423</u></u>	<u><u>159,898</u></u>

The funds breakdown for 2024 is shown in note 18.

The notes on pages 23 to 36 form an integral part of these financial statements.

## Women Acting in Today's Society (W.A.I.T.S)

(Registration number: 07155976)  
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	14	-	189
<b>Current assets</b>			
Debtors	15	765	45,991
Cash at bank and in hand	16	<u>216,787</u>	<u>132,876</u>
		217,552	178,867
<b>Creditors: Amounts falling due within one year</b>	17	<u>(17,050)</u>	<u>(19,158)</u>
<b>Net current assets</b>		<u>200,502</u>	<u>159,709</u>
<b>Net assets</b>		<u>200,502</u>	<u>159,898</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	18	127,024	48,423
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>73,478</u>	<u>111,475</u>
<b>Total funds</b>	18	<u>200,502</u>	<u>159,898</u>

For the financial year ending 31 March 2025 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 19 to 36 were approved by the trustees, and authorised for issue on 9 September 2025 and signed on their behalf by:

*Deirdre LaBassiere*

.....  
Ms D LaBassiere  
Chairman

The notes on pages 23 to 36 form an integral part of these financial statements.

## Women Acting in Today's Society (W.A.I.T.S)

### Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash income/(expenditure)		40,604	(90,819)
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation	7	189	5,147
Investment income	6	<u>(87)</u>	<u>(835)</u>
		40,706	(86,507)
<b>Working capital adjustments</b>			
Decrease in debtors	15	45,226	85,122
Decrease in creditors	17	<u>(2,108)</u>	<u>(16,060)</u>
Net cash flows from operating activities		83,824	(17,445)
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	6	<u>87</u>	<u>835</u>
Net increase/(decrease) in cash and cash equivalents		83,911	(16,610)
Cash and cash equivalents at 1 April		<u>132,876</u>	<u>149,486</u>
Cash and cash equivalents at 31 March		<u><u>216,787</u></u>	<u><u>132,876</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 23 to 36 form an integral part of these financial statements.

# **Women Acting in Today's Society (W.A.I.T.S)**

## **Notes to the Financial Statements for the Year Ended 31 March 2025**

### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

3rd Floor Colmore Circus  
Colmore Circus Queensway  
Birmingham  
B4 6AR

### **2 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 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**

Women Acting in Today's Society (W.A.I.T.S) 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 trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## **Women Acting in Today's Society (W.A.I.T.S)**

### **Notes to the Financial Statements for the Year Ended 31 March 2025**

#### ***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.

#### ***Investment income***

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **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.

#### ***Raising funds***

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### ***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.

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 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 £0.00 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>
Fixtures and fittings	25% Straight line
Computer equipment	25% Straight line

#### 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.

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

## **Women Acting in Today's Society (W.A.I.T.S)**

### **Notes to the Financial Statements for the Year Ended 31 March 2025**

#### **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 donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### **Financial instruments**

##### ***Classification***

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

##### ***Recognition and measurement***

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 3 Income from donations and legacies

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2025 £</b>
Donations and legacies;			
Donations from individuals	7,648	-	7,648
Grants, including capital grants;			
Grants from other charities	<u>42,100</u>	<u>419,658</u>	<u>461,758</u>
	<u>49,748</u>	<u>419,658</u>	<u>469,406</u>
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2024 £</b>
Donations and legacies;			
Donations from individuals	19,275	-	19,275
Grants, including capital grants;			
Grants from other charities	<u>55,214</u>	<u>169,295</u>	<u>224,509</u>
	<u>74,489</u>	<u>169,295</u>	<u>243,784</u>

#### 4 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Total 2025 £</b>
Women support and development	2,032	2,032
Women's refuge	<u>114,966</u>	<u>114,966</u>
	<u>116,998</u>	<u>116,998</u>
	<b>Unrestricted funds General £</b>	<b>Total 2024 £</b>
Women's refuge	<u>82,483</u>	<u>82,483</u>



## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 7 Expenditure on raising funds

##### a) Costs of trading activities

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2025 £</b>
Events and conferences	14,452	485	14,937
	14,452	485	14,937
	14,452	485	14,937
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2024 £</b>
Events and conferences	16,523	937	17,460
	16,523	937	17,460
	16,523	937	17,460

#### 8 Expenditure on charitable activities

		<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2025 £</b>
Women support and development	<b>Note</b>	98,683	1,200	99,883
Depreciation, amortisation and other similar costs		189	-	189
Staff costs	12	43,402	256,828	300,230
Allocated support costs	9	59,415	82,544	141,959
Governance costs	9	2,200	-	2,200
		203,889	340,572	544,461
		203,889	340,572	544,461

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

	<b>Note</b>	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2024 £</b>
Women support and development		57,823	13,200	71,023
Depreciation, amortisation and other similar costs		5,147	-	5,147
Staff costs	12	50,655	164,774	215,429
Allocated support costs	9	74,895	43,903	118,798
Governance costs	9	2,400	-	2,400
		<u>190,920</u>	<u>221,877</u>	<u>412,797</u>

**Women Acting in Today's Society (W.A.I.T.S)**

**Notes to the Financial Statements for the Year Ended 31 March 2025**

**9 Analysis of governance and support costs**

**Support costs allocated to raising funds**

	<b>Finance costs £</b>	<b>Information technology £</b>	<b>Staff costs £</b>	<b>Administration costs £</b>	<b>Premises costs including depreciation £</b>	<b>Total funds £</b>
Women support and development	101	13,991	10,942	70,252	46,673	141,959
<b>Total for 2025</b>	<b>101</b>	<b>13,991</b>	<b>10,942</b>	<b>70,252</b>	<b>46,673</b>	<b>141,959</b>
<b>Total for 2024</b>	<b>60</b>	<b>9,581</b>	<b>11,944</b>	<b>69,236</b>	<b>27,977</b>	<b>118,798</b>

**Governance costs**

Independent examiner fees						
Examination of the financial statements						
	2,200				2,200	2,400
	<b>2,200</b>				<b>2,200</b>	<b>2,400</b>
					<b>Total 2025 £</b>	<b>Total 2024 £</b>

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 10 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	<b>2025</b> £	<b>2024</b> £
Depreciation of fixed assets	<u>189</u>	<u>5,147</u>

#### 11 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.

#### 12 Staff costs

The aggregate payroll costs were as follows:

	<b>2025</b> £	<b>2024</b> £
<b>Staff costs during the year were:</b>		
Wages and salaries	275,927	194,109
Social security costs	18,693	16,202
Pension costs	5,052	2,718
Other staff costs	<u>558</u>	<u>2,400</u>
	<u>300,230</u>	<u>215,429</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	<b>2025</b> No	<b>2024</b> No
Administration	<u>12</u>	<u>9</u>

The chief executive officer, as the highest paid member of staff, received benefits totalling £55,194 (2024 - £40,000).

#### 13 Taxation

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

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 14 Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
<b>Cost</b>			
At 1 April 2024	37,719	20,589	58,308
At 31 March 2025	<u>37,719</u>	<u>20,589</u>	<u>58,308</u>
<b>Depreciation</b>			
At 1 April 2024	37,719	20,400	58,119
Charge for the year	-	189	189
At 31 March 2025	<u>37,719</u>	<u>20,589</u>	<u>58,308</u>
<b>Net book value</b>			
At 31 March 2025	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2024	<u>-</u>	<u>189</u>	<u>189</u>

#### 15 Debtors

	2025 £	2024 £
Trade debtors	-	1,100
Other debtors	765	44,891
	<u>765</u>	<u>45,991</u>

#### 16 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	302	11
Cash at bank	216,485	132,865
	<u>216,787</u>	<u>132,876</u>

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

	2025 £	2024 £
Trade creditors	7,798	10,025
Other taxation and social security	5,726	3,844
Other creditors	750	997
Accruals	2,776	4,292
	<u>17,050</u>	<u>19,158</u>

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 18 Funds

	<b>Balance at 1 April 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 31 March 2025</b>
	£	£	£	£
<b>Unrestricted funds</b>				
<i>General</i>				
Core unrestricted	111,475	180,344	(218,341)	73,478
<b>Restricted funds</b>				
The National Lottery	21,457	118,904	(98,919)	41,442
Lloyds	-	25,000	(25,000)	-
Oak Foundation	-	67,561	(59,637)	7,924
Police/MOJ	-	51,450	(45,678)	5,772
Peoples Health	4,969	7,950	(900)	12,019
Rosa	7,000	-	(7,000)	-
Triangle	14,997	29,994	(19,024)	25,967
Eveson Trust	-	20,000	(11,985)	8,015
Carter	-	8,864	(8,780)	84
Heart of England	-	49,582	(49,532)	50
Turn2us	-	12,541	(382)	12,159
One by One	-	7,812	(6,506)	1,306
The Smallwood Trust	-	20,000	(7,714)	12,286
<b>Total restricted funds</b>	<u>48,423</u>	<u>419,658</u>	<u>(341,057)</u>	<u>127,024</u>
<b>Total funds</b>	<u><u>159,898</u></u>	<u><u>600,002</u></u>	<u><u>(559,398)</u></u>	<u><u>200,502</u></u>

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<b>General</b>					
Core unrestricted	114,385	170,143	(207,443)	34,390	111,475
<b>Restricted</b>					
The National Lottery	393	24,753	(3,689)	-	21,457
MHCLG	2,175	-	-	(2,175)	-
Lloyds	-	25,674	(25,674)	-	-
Oak Foundation	26,983	-	(26,983)	-	-
Trusthouse	19,388	-	-	(19,388)	-
Postcode Lottery	7,976	-	-	(7,976)	-
CAF Resilience Fund	4,851	-	-	(4,851)	-
Birmingham City Council	44,229	15,997	(60,226)	-	-
Police/MOJ	17,062	49,000	(66,062)	-	-
Peoples Health	4,042	19,874	(18,947)	-	4,969
Harborne Parish Lands	4,000	12,000	(16,000)	-	-
Other restricted funds	5,233	-	(5,233)	-	-
Rosa	-	7,000	-	-	7,000
Triangle	-	14,997	-	-	14,997
<b>Total restricted funds</b>	<u>136,332</u>	<u>169,295</u>	<u>(222,814)</u>	<u>(34,390)</u>	<u>48,423</u>
<b>Total funds</b>	<u>250,717</u>	<u>339,438</u>	<u>(430,257)</u>	<u>-</u>	<u>159,898</u>

#### 19 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Current assets	90,528	127,024	217,552
Current liabilities	(17,050)	-	(17,050)
<b>Total net assets</b>	<u>73,478</u>	<u>127,024</u>	<u>200,502</u>

## Women Acting in Today's Society (W.A.I.T.S)

### Notes to the Financial Statements for the Year Ended 31 March 2025

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	189	-	189
Current assets	130,444	48,423	178,867
Current liabilities	<u>(19,158)</u>	<u>-</u>	<u>(19,158)</u>
Total net assets	<u>111,475</u>	<u>48,423</u>	<u>159,898</u>

#### 20 Related party transactions

There were no related party transactions in the year.

**WOMEN ACTING IN TODAYS SOCIETY**

England & Wales - Charity number 1135026

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# Accounts

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Company registration number: 07155976

Charity registration number: 1135026

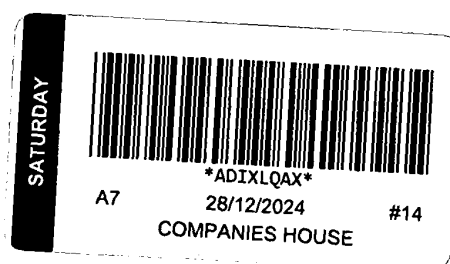
# Women Acting in Today's Society (W.A.I.T.S)

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Fruition Accountancy Limited  
Unit 4 Three Spires House  
Station Road  
Lichfield  
WS13 6HX



# **Women Acting in Today's Society (W.A.I.T.S)**

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## Women Acting in Today's Society (W.A.I.T.S)

### Reference and Administrative Details

<b>Chairman</b>	Mrs D LaBassiere
<b>Chief Executive Officer</b>	Mrs M Lewinson
<b>Trustees</b>	Mrs K Bailey Mrs S Bateman Mrs M L Cadogan Mrs E M Braham Mrs H Salter
<b>Other Officers</b>	Mrs T L Swani
<b>Charity Registration Number</b>	1135026
<b>Company Registration Number</b>	07155976
<b>Registered Office</b>	The charity is incorporated in England and Wales. 3rd Floor Colmore Circus Colmore Circus Queensway Birmingham B4 6AR
<b>Independent Examiner</b>	Fruition Accountancy Limited Unit 4 Three Spires House Station Road Lichfield WS13 6HX

# Women Acting in Today's Society (W.A.I.T.S)

## 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 2024.

### Objectives and activities

#### Objects and aims

The object of the Charity, as stated in the Memorandum of Association, is the education and training of women to fulfil their roles in society.

#### Public benefit

WAITS' Trustees monitor the Charity's activities to demonstrate that the Charity's aims continue to be, and are carried out, for the public benefit This has been translated into W.A.I.T.S overall Business Strategy 2024-2029.

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.

#### Vision

A society where women are safe, valued and fulfilled.

#### Mission

Empowering women to make positive choices in their own lives.

### Strategic Objectives and Goals

To deliver our mission and work towards our vision we have set out some strategic priorities, each of which is supported by a set of goals. The strategic priorities are what is important to us and the goals are our expectations as to what we will deliver and/or achieve.

#### Strategic Objectives

1. Deliver excellence for our clients
2. Deliver supported and refuge accommodation
3. Have a highly skilled workforce and achieve excellence in our governance
4. Have an excellent Information Technology Communication and Digital (ITC&D) function and business support services
5. Be financially strong and deliver value for money

#### Goals

- i. To empower women through access to W.A.I.T.S' Domestic Abuse Service.
- ii. To empower women through access to W.A.I.T.S' Community Integration Project.
- i. To provide safe accommodation for women and children who are fleeing domestic abuse.
- i. To achieve re-accreditation of the "PQASSO" quality mark excellence in our governance
- ii. - To achieve the "Investors in People" accreditation. - To undertake a self-assessment of our governance against our adopted Charity Governance Code (NCVO)
- iii. To raise the profile of W.A.I.T.S
- i. To develop and deliver strategy/action plan to ensure that our ITC and digital function supports the business in Communication and Digital (ITC&D) function achieving and business support services excellence
- i. To deliver the funding and income generation strategy

## Women Acting in Today's Society (W.A.I.T.S)

### Trustees' Report

- ii. To deliver the objectives in this business strategy over the three-year period, whilst retaining financial robustness
  - iii. To deliver the value for money approach over the life of the business strategy
  - i. To develop and deliver Environmental Sustainability strategy/action plan. In preparation for this we aim to:
    - make best possible use of available resources
    - conserve energy
  - ii. Contribute towards reduction of the 'carbon footprint'
6. Be environmentally sustainable

### AIMS

The aims are achieved through the following objectives:

- Providing one to one support, advocacy, and befriending
- Co-ordination of support services for women and Global Majority women with complex needs
- Delivering training workshops to develop the skills, confidence, knowledge and understanding of women and Global Majority women.
- Having a skilled volunteer program to support the charities objectives
- Provide counselling
- Developing working relationships with policy makers
- Organising and participating in conferences and meetings that raise the profile and the understanding of DA issues

WAITS is responsive to the needs of women experiencing domestic abuse; by providing advocacy, support, accommodation and training, specialising in supporting BAME, Chinese women and women offenders.

### *The Role and Contribution of Volunteers*

Volunteers continue to play a vital role in enabling WAITS to meet our objectives. Volunteers provided essential support to enable WAITS to deliver services:

- WAITS Counselling services is provided by fully trained counsellors and counselling placements.
- Befriending volunteers recruited to provide support to WAITS projects.
- In WAITS head office volunteers provided support in administration, marketing & communication, social media and befriending.
- Ambassadors who supports W.A.I.T.S through Fundraising events and activities.

### *Trustees*

WAITS Trustees have specific skills to deliver W.A.I.T.S strategy and to meet our objectives. Trustees have an array of skills for example Legal, Health & Social Care, Housing, Offending, Community Development and Business.

WAITS continue to maintain its focus on the development of groups and individuals through social action to bring about social change by tackling issues of social exclusion, domestic abuse, single parenthood, offending and at risk of offending; supporting women in participating in local decision making and in all aspects of public life.

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

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

WAITS achieve its aims through the following projects:

#### *Women Support and Development*

- providing Domestic Abuse support advocacy, support, befriending, personal development and counselling to women experiencing domestic abuse, signposting to legal support and to agencies in the public sector. We are grateful for the support of: MOJ/WMPCC and Birmingham City Council.

#### *Refuge*

- providing a safe space for women fleeing domestic abuse, where women can re-coup, develop skills and confidence, receive support, befriending, personal development and counselling to build a new future. We are grateful to the Birmingham City Council for supporting this work.

#### *Volunteering and Influencing project*

- Providing weekly workshops, donation collections and distribution, food parcels, recruitment and training of volunteers. Organising WAITS consultations and women's inclusion in decision making forums. We are grateful for the support of The Oak Foundation, People's Health Trust, MOJ/WMPCC and Harborne Parish Lands to deliver this project.

#### *Partnership Working*

- WAITS partnered with Birmingham City University to hold a Domestic Abuse Conference with key stakeholders.
- WAITS is proud to be a member of the NWD network of Third sector organisations
- WAITS is a member of the Homelessness forum
- WAITS is a member of the Living Well Consortia- providing Mental Health network of charities and organisations

#### *Strategic Forums*

- West Midlands Police Domestic Abuse IAG (Independent Advisory Group)
- West Midlands Police Scrutiny Panel
- Women's Resource Centre Advisory Group
- Birmingham's Violence Against Women Strategy Group
- Birmingham's Domestic Abuse Strategy Group
- Member of Birmingham BSAB Birmingham Safeguarding Adults Board
- Member Birmingham Commonwealth Association
- Colmore BID Women's Safety Forum

## **Women Acting in Today's Society (W.A.I.T.S)**

### **Trustees' Report**

#### **Achievements and performance**

##### **Domestic Abuse Team**

One full time IDVA and 1 part-time IDVA  
**Provided one off telephone and email enquires 421**

Supported **67** women fleeing Domestic Abuse to:

- Access to legal support and injunctions
- Access accommodation, via council, social housing, shared accommodation
- Counselling
- Access mental health Support
- Workshops
- Befriending
- Access to college
- Access to work placements

##### **WAITS Refuges Iona house- confidential accommodation 14 bed spaces**

**Supported 32 women,**

**Received 88 referrals**

Staff one part time refuge manager, one full time refuge support worker

Support provided to residents:

- Access legal support and injunctions
- Access accommodation, via council, social housing, shared accommodation
- Counselling
- Access mental health Support
- Workshops
- Befriending
- Access to college
- Access to work placements

# **Women Acting in Today's Society (W.A.I.T.S)**

## **Trustees' Report**

### **Volunteering and Influencing Project**

**The Volunteering & Influencing project enables WAITS to provide a holistic service by providing initiatives that aim to empower and increase skills and decision-making.**

All Volunteers have received training online, learning about WAITS, Safeguarding and the details of their respective Volunteering role.

Our befriending service aims to reduce social isolation and model of healthy relationships for women who have left abusive situations.

With volunteers and student placements, we have provided:

- Provided 146 hours of counselling
- 115 hours of befriending support

Without the support of committed volunteers, WAITS would struggle to provide a holistic program of support to women.

WAITS Trustees volunteer play a vital role in governing the charity and ensuring that WAITS business and action plans are fulfilled.

Professionals volunteer their time delivering workshops, legal and housing surgeries.

Befrienders provide a listening ear and help break isolation when a client moves to a new area.

Ambassadors and the Friends of WAITS host regular fundraising events, walks and challenges to raise vital core funds.

### **Workshops and coffee mornings for clients**

Providing a holistic service to women experiencing domestic abuse is at the core of WAITS work, to complement our advocacy support to clients the following workshops were delivered:

- self-esteem and confidence
- fitness workshops
- housing workshops
- employability workshops
- financial workshop
- peer group,
- mental health/wellbeing workshops
- nutrition workshops
- beauty and self-care
- health workshop
- community workshops
- legal workshop
- education
- volunteering workshops

**During this reporting period a total of 39 workshops were held, supporting 69 women. In addition, WAITS also held 40 coffee morning sessions, supporting 65 women.**

## Women Acting in Today's Society (W.A.I.T.S)

### Trustees' Report

#### Influencing

In 2023 women accessing WAITS services were invited to participate , in a series of **26 training sessions** to help them to gain public speaking, influencing, campaigning, leadership skills and knowledge about varied decision-making systems, and how to change the system to be favourable to Global Majority survivors of domestic abuse.

With support from Birmingham City University who provided training and support to the women. The group of women then formed The SEEKERS Board in August 2023, which is a group of empowered women who are experts by experience, working with WAITS to change policy and services for women experiencing gender-based violence and domestic abuse.

SEEKERS Board stands for *Sharing Experience, Expertise and Knowledge for Effective Response and Safeguarding Board*.

Together, the SEEKERS Board has provided evidence by consulting with Birmingham City Council to draft the Domestic Abuse and Violence Against Women Strategies.

SEEKERS Board, WAITS and Birmingham City University organised a Conference in February 2024 attended by over 100 people including officials from the West Midlands Police and Crime Commissioner office, Birmingham City Council, housing sector, Department of Work and Pensions, legal professionals, and other organisations. The aim of the Conference was to give survivors a voice and an opportunity to share their experiences, including the barriers they face when attempting to access housing, benefits, police support and legal aid. and to create a platform for identifying solutions.

SEEKERS have delivered 90 hours of work.

#### **Financial review**

##### ***Financial position***

	<b>Funds b/fwd</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Funds c/fwd</b>
	<b>01.04.23</b>	<b>2024</b>	<b>2024</b>	<b>2024</b>	<b>31.03.24</b>
Unrestricted/general funds	£114,385	£170,143	(£207,443)	£34,390	£111,475
Restricted funds	£136,332	£169,295	(£222,814)	(£34,390)	£48,423

The above table summaries the movement in the year of the unrestricted and restricted funds. The Trustees and staff have worked hard to generate unrestricted funds to help facilitate the day to day running of the company. This has increased unrestricted reserves in the current year. The restricted funds have a deficit for the year because large amounts of restricted funds received in the year to 31st March 2023 were spent in the current year due to the conditions and timing of the spending. All restricted expenditure is in line with the funding criteria of the grants received.

The Trustees have agreed a comprehensive five-year fundraising strategy and five year Business Plan which takes into account WAITS need to raise unrestricted core funds to enable WAITS to cover day to day running costs which are not met by current funding.

## **Women Acting in Today's Society (W.A.I.T.S)**

### **Trustees' Report**

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

The Trustees have reviewed the reserves of the charity and the nature of the anticipated income and expenditure. Account has been taken of the need to secure the continuous operation of WAITS given the uncertain future of funding streams and the fact that much of WAITS' current funding is for restricted purposes and time limited.

The Trustees have decided that to safeguard WAITS, reserves should be at least equivalent to 3 months unrestricted core running costs. General reserves at 31 March 2024 stood at £111,475 which is above this target. Restricted reserves at 31 March 2024 stood at £48,423, and total reserves were at £159,898.

#### **Plans for future periods**

##### ***Aims and key objectives for future periods***

The aims and objectives continue to be relevant and, at present, there are no plans to change these. Future activities will involve the following:

- **The Domestic Abuse Service** - supporting women who have experienced/are currently experiencing domestic abuse.
- **The Community Integration Project (CIP)** - supporting women who have offended in the past or who are at risk of offending/re-offending in the future.
- **Women's Refuge** - supporting women who are fleeing from, or who are facing homelessness due to domestic violence
- **Volunteering** - WAITS volunteering program to include accessing volunteers to support the running of the Charity. Supporting Clients through befriending as well as supporting clients with work placements.

WAITS has in the process of refreshing the Business Strategy for the next 3 years, involving services that can be traded to the public sector and the infrastructure to manage tenders and commissions from voluntary and public sectors.

#### **Trustees and officers**

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

Trustees:	Mrs K Bailey
	Mrs S Bateman
	Mrs M L Cadogan
	Mrs E M Braham
	Mrs H Salter
Chairman:	Mrs D LaBassiere
Chief Executive Officer:	Mrs M Lewinson
Other Officers:	Mrs T L Swani

# Women Acting in Today's Society (W.A.I.T.S)

## Trustees' Report

### Structure, governance and management

#### *Nature of governing document*

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by a Memorandum of Association dated 10th February 2012.

#### *Recruitment and appointment of trustees*

Trustees are appointed as necessary by the continuing Trustees.

#### *Organisational structure*

Trustees meet quarterly. A Chief Executive Officer is appointed to manage the day-to-day operations of the charity.

WAITS employ staff to achieve its aims and currently employs 9 staff members:

- Chief Executive Officer
- Program Manager Refuge
- Part time Finance Officer
- One full time Senior Domestic Abuse Worker
- One full time Domestic Abuse Worker
- One full time Refuge Worker
- One full time Resettlement worker (women Offenders)
- One full time Volunteer and Influencing Coordinator
- One full time Personal Assistant

#### *Induction and training of trustees*

New Trustees are introduced to the staff team as part of their induction and are invited to attend two Away Days held each year for planning and review purposes. They receive training and information on their responsibilities as Trustees and other organisational documentation e.g. operational and strategic plans and financial reports.

### Risk management

A review of the potential risks takes place once a year at one of the Staff and Trustees Away Days. This enables Trustees to ensure that policies and procedures are in place to minimise any impact. The identified risks and responses are as follows:

<b>RISK</b>	<b>MANAGEMENT</b>	<b>ACTION</b>
WAITS fails to achieve objectives and targets outlined in business plan	Ensure monitoring of business & operational plan at Business Planning Sub-Group meetings and Trustee Board meetings	CEO and Trustees
	Gather information for evaluation and monitoring of WAITS services through WAITS outcomes and activities database	CEO, Operations Co-ordinator and Staff

## Women Acting in Today's Society (W.A.I.T.S)

### Trustees' Report

	Carry out monthly staff supervisions to ensure staff targets are on schedule and monitor staff development programme	CEO, Operations Co-ordinator
	Ensure regular communication of issues or challenges at weekly staff meetings	Operations Co-ordinator
Inadequate revenue funding in the short, medium and long term	Fundraising strategy in place - monitored at Trustee Board meetings	CEO and Trustees
	Reserves Policy in place and monitored	CEO and Trustees
	Fundraiser in place	CEO and Trustees
Inadequate funding for the groups we are working with	Fundraising strategy in place developing partnerships and commissioning opportunities with public sector	Operations Co-ordinator
	Income Generation Strategy in place. Monitored by Trustees	CEO and Trustees
High staff turnover	Ensure ongoing communication with staff and management	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Secure funding in place	CEO and Trustees
WAITS workers unable to meet delivery of operational plan due to limited capacity	Staff development programme	Operations Co-ordinator
	Ensure regular progress checks with staff	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Agree corrective action referring to the operational plan including possibility of Co-ordinator existing or new resources taking on some of the work	CEO and Operations Co-ordinator
	Consider additional contingencies to deliver outputs at Board meeting	CEO and Trustees
	Ensure monitoring of outputs and outcomes and outcomes in operational plan at Business Planning sub-group meetings.	CEO and Trustees
	Additional monitoring of Business Planning Sub-Group carried out at Board Meetings	CEO and Trustees

## Women Acting in Today's Society (W.A.I.T.S)

### Trustees' Report

WAITS unable to adequately monitor and evaluate need, outputs, outcomes and impact of world territorialism by other stakeholders, agencies and referral partners.	Ensure quality standards met PQASSO level 1 in place	CEO and Trustees
Lack of co-operation from other stakeholders, agencies and referral partners	Ensure good networks and communication systems with stakeholders, agencies and referral partners	CEO and Trustees

#### 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 23 December 2024 and signed on its behalf by:

*Deirdre LaBassiere*

.....  
Mrs D LaBassiere  
Chairman

## Women Acting in Today's Society (W.A.I.T.S)

### Statement of Trustees' Responsibilities

The trustees (who are also the directors of Women Acting in Today's Society (W.A.I.T.S) 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.

Approved by the trustees of the charity on 23 December 2024 and signed on its behalf by:

*Deirdre LaBassiere*

.....  
Mrs D LaBassiere  
Chairman

## Women Acting in Today's Society (W.A.I.T.S)

### Independent Examiner's Report to the trustees of Women Acting in Today's Society (W.A.I.T.S) ('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 of the Association of Chartered Certified Accountants, 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:

1. accounting records were not kept in respect of Women Acting in Today's Society (W.A.I.T.S) 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.

*Michelle Vincent*

.....  
Michelle Vincent FCCA

Fruition Accountancy Limited  
Unit 4 Three Spires House  
Station Road  
Lichfield  
WS13 6HX

**Women Acting in Today's Society (W.A.I.T.S)**

**Independent Examiner's Report to the trustees of Women Acting in Today's  
Society (W.A.I.T.S) ('the Company')**

23 December 2024

## Women Acting in Today's Society (W.A.I.T.S)

### 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 funds £	Restricted funds £	Total 2024 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	74,489	169,295	243,784
Charitable activities	4	82,483	-	82,483
Other trading activities	5	12,336	-	12,336
Investment income	6	835	-	835
<b>Total income</b>		<u>170,143</u>	<u>169,295</u>	<u>339,438</u>
<b>Expenditure on:</b>				
Raising funds	7	(16,523)	(937)	(17,460)
Charitable activities	8	(190,920)	(221,877)	(412,797)
<b>Total expenditure</b>		<u>(207,443)</u>	<u>(222,814)</u>	<u>(430,257)</u>
<b>Net expenditure</b>		(37,300)	(53,519)	(90,819)
Transfers between funds		34,390	(34,390)	-
<b>Net movement in funds</b>		(2,910)	(87,909)	(90,819)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>114,385</u>	<u>136,332</u>	<u>250,717</u>
Total funds carried forward	19	<u><u>111,475</u></u>	<u><u>48,423</u></u>	<u><u>159,898</u></u>

The notes on pages 18 to 32 form an integral part of these financial statements.

## Women Acting in Today's Society (W.A.I.T.S)

### 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 funds £	Restricted funds £	Total 2023 £ (As restated)
<b>Income and Endowments from:</b>				
Donations and legacies	3	83,747	201,591	285,338
Charitable activities	4	60,879	-	60,879
Other trading activities	5	8,058	-	8,058
Investment income	6	508	-	508
<b>Total income</b>		<u>153,192</u>	<u>201,591</u>	<u>354,783</u>
<b>Expenditure on:</b>				
Raising funds	7	(6,980)	(3,011)	(9,991)
Charitable activities	8	<u>(77,763)</u>	<u>(324,696)</u>	<u>(402,459)</u>
<b>Total expenditure</b>		<u>(84,743)</u>	<u>(327,707)</u>	<u>(412,450)</u>
<b>Net income/(expenditure)</b>		<u>68,449</u>	<u>(126,116)</u>	<u>(57,667)</u>
<b>Net movement in funds</b>		68,449	(126,116)	(57,667)
<b>Reconciliation of funds</b>				
<b>Total funds brought forward</b>		<u>45,936</u>	<u>262,448</u>	<u>308,384</u>
<b>Total funds carried forward</b>	19	<u>114,385</u>	<u>136,332</u>	<u>250,717</u>

The funds breakdown for 2023 is shown in note 19.

The notes on pages 18 to 32 form an integral part of these financial statements.

## Women Acting in Today's Society (W.A.I.T.S)

(Registration number: 07155976)  
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £ (As restated)
<b>Fixed assets</b>			
Tangible assets	15	189	5,336
<b>Current assets</b>			
Debtors	16	45,991	131,113
Cash at bank and in hand	17	<u>132,876</u>	<u>149,486</u>
		178,867	280,599
<b>Creditors: Amounts falling due within one year</b>	18	<u>(19,158)</u>	<u>(35,218)</u>
<b>Net current assets</b>		<u>159,709</u>	<u>245,381</u>
<b>Net assets</b>		<u>159,898</u>	<u>250,717</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	19	48,423	136,332
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>111,475</u>	<u>114,385</u>
<b>Total funds</b>	19	<u>159,898</u>	<u>250,717</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 15 to 32 were approved by the trustees, and authorised for issue on 23 December 2024 and signed on their behalf by:

*Deirdre LaBassiere*

.....  
Mrs D LaBassiere  
Chairman

The notes on pages 18 to 32 form an integral part of these financial statements.

## **Women Acting in Today's Society (W.A.I.T.S)**

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

#### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

3rd Floor Colmore Circus  
Colmore Circus Queensway  
Birmingham  
B4 6AR

These financial statements were authorised for issue by the trustees on 23 December 2024.

#### **2 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 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**

Women Acting in Today's Society (W.A.I.T.S) 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 trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## **Women Acting in Today's Society (W.A.I.T.S)**

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

#### **Prior period errors**

In the financial statements for the year ended 31 March 2023, income received in 2024 in relation to a grant for 2024-2025 had been incorrectly included as a debtor and income. The effect of correcting this is to reduce restricted funds and debtors at the balance sheet date by £21,742.

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### **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.

#### **Investment income**

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **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.

#### **Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### **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.

## Women Acting in Today's Society (W.A.I.T.S)

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

#### Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### 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 £0.00 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
Fixtures and fittings	25% Straight line
Computer equipment	25% Straight line

#### 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.

## **Women Acting in Today's Society (W.A.I.T.S)**

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

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **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 donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### **Financial instruments**

##### ***Classification***

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

## Women Acting in Today's Society (W.A.I.T.S)

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

#### **Recognition and measurement**

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

#### **3 Income from donations and legacies**

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from individuals	19,275	-	19,275
Grants, including capital grants;			
Grants from other charities	<u>55,214</u>	<u>169,295</u>	<u>224,509</u>
	<u>74,489</u>	<u>169,295</u>	<u>243,784</u>
	Unrestricted funds General £	Restricted funds £	Total 2023 £ (As restated)
Donations and legacies;			
Donations from individuals	18,747	-	18,747
Grants, including capital grants;			
Grants from other charities	<u>65,000</u>	<u>201,591</u>	<u>266,591</u>
	<u>83,747</u>	<u>201,591</u>	<u>285,338</u>

## Women Acting in Today's Society (W.A.I.T.S)

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

#### 4 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Total 2024 £</b>
Women's refuge	82,483	82,483
	<b>Unrestricted funds General £</b>	<b>Total 2023 £</b>
Women support and development	3,170	3,170
Women's refuge	57,709	57,709
	60,879	60,879

#### 5 Income from other trading activities

	<b>Unrestricted funds General £</b>	<b>Total 2024 £</b>
Events income;		
Other events income	12,336	12,336
	12,336	12,336
	<b>Unrestricted funds General £</b>	<b>Total 2023 £</b>
Events income;		
Other events income	8,058	8,058
	8,058	8,058

#### 6 Investment income

	<b>Unrestricted funds General £</b>	<b>Total 2024 £</b>
Interest receivable and similar income;		
Interest receivable on bank deposits	835	835
	835	835

## Women Acting in Today's Society (W.A.I.T.S)

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

	Unrestricted funds General £	Total 2023 £
Interest receivable and similar income;		
Interest receivable on bank deposits	508	508
	508	508
	508	508

#### 7 Expenditure on raising funds

##### a) Costs of generating donations and legacies

		Total 2024 £	Total 2023 £
Legal fees		-	5,350
		-	5,350
		-	5,350
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
<b>Total for 2023</b>	4,850	500	5,350
	4,850	500	5,350
	4,850	500	5,350

##### b) Costs of trading activities

		Unrestricted funds General £	Restricted funds £	Total 2024 £
Events and conferences		16,523	937	17,460
		16,523	937	17,460
		16,523	937	17,460
		<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2023 £</b>
Events and conferences		2,130	2,511	4,641
		2,130	2,511	4,641
		2,130	2,511	4,641

## Women Acting in Today's Society (W.A.I.T.S)

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

#### 8 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £
Women support and development		57,823	13,200	71,023
Depreciation, amortisation and other similar costs		5,147	-	5,147
Staff costs	12	50,655	164,774	215,429
Allocated support costs	9	74,895	43,903	118,798
Governance costs	9	2,400	-	2,400
		<u>190,920</u>	<u>221,877</u>	<u>412,797</u>

	Note	Unrestricted funds General £	Restricted funds £	Total 2023 £
Women support and development		22,907	16,770	39,677
Depreciation, amortisation and other similar costs		5,601	-	5,601
Staff costs	12	5,088	198,115	203,203
Allocated support costs	9	41,667	109,811	151,478
Governance costs	9	2,500	-	2,500
		<u>77,763</u>	<u>324,696</u>	<u>402,459</u>

**Women Acting in Today's Society (W.A.I.T.S)**

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

**9 Analysis of governance and support costs**

**Support costs allocated to raising funds**

	<b>Basis of allocation</b>	<b>Finance costs £</b>	<b>Information technology £</b>	<b>Staff costs £</b>	<b>Administration costs £</b>	<b>Premises costs including depreciation £</b>	<b>Total funds £</b>
Women support and development	invoice	60	9,581	11,944	69,236	27,977	118,798
<b>Total for 2024</b>		<u>60</u>	<u>9,581</u>	<u>11,944</u>	<u>69,236</u>	<u>27,977</u>	<u>118,798</u>
<b>Total for 2023</b>		<u>-</u>	<u>-</u>	<u>9,113</u>	<u>121,497</u>	<u>20,868</u>	<u>151,478</u>

**Governance costs**

	<b>Unrestricted funds General £</b>	<b>Total 2024 £</b>	<b>Total 2023 £</b>
Independent examiner fees			
Examination of the financial statements	2,400	2,400	2,500
	<u>2,400</u>	<u>2,400</u>	<u>2,500</u>

## Women Acting in Today's Society (W.A.I.T.S)

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

#### 10 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2024	2023
	£	£
Depreciation of fixed assets	<u>5,147</u>	<u>5,601</u>

#### 11 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.

## Women Acting in Today's Society (W.A.I.T.S)

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

#### 12 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
<b>Staff costs during the year were:</b>		
Wages and salaries	194,109	187,876
Social security costs	16,202	10,811
Pension costs	2,718	4,516
Other staff costs	2,400	-
	<u>215,429</u>	<u>203,203</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Administration	<u>9</u>	<u>9</u>

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

The chief executive officer, as the highest paid member of staff, received benefits totalling £40,000 (2023 - £40,000).

#### 13 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	<u>2,400</u>	<u>2,500</u>

#### 14 Taxation

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

## Women Acting in Today's Society (W.A.I.T.S)

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

#### 15 Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
<b>Cost</b>			
At 1 April 2023	37,719	20,590	58,309
At 31 March 2024	37,719	20,590	58,309
<b>Depreciation</b>			
At 1 April 2023	37,719	15,254	52,973
Charge for the year	-	5,147	5,147
At 31 March 2024	37,719	20,401	58,120
<b>Net book value</b>			
At 31 March 2024	-	189	189
At 31 March 2023	-	5,336	5,336

#### 16 Debtors

	2024 £	2023 £ (As restated)
Trade debtors	1,100	20,741
Other debtors	44,891	110,372
	<u>45,991</u>	<u>131,113</u>

#### 17 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	11	976
Cash at bank	132,865	148,510
	<u>132,876</u>	<u>149,486</u>

## Women Acting in Today's Society (W.A.I.T.S)

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

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

	2024 £	2023 £
Trade creditors	10,025	4,669
Other taxation and social security	3,844	4,867
Other creditors	997	21,560
Accruals	4,292	4,122
	19,158	35,218

#### 19 Funds

	Balance at 1 April 2023 £ (As restated)	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
Core unrestricted	114,385	170,143	(207,443)	34,390	111,475
<b>Restricted funds</b>					
The National Lottery	393	24,753	(3,689)	-	21,457
MHCLG	2,175	-	-	(2,175)	-
Lloyds	-	25,674	(25,674)	-	-
Oak Foundation	26,983	-	(26,983)	-	-
Trusthouse	19,388	-	-	(19,388)	-
Postcode Lottery	7,976	-	-	(7,976)	-
CAF Resilience Fund	4,851	-	-	(4,851)	-
Birmingham City Council	44,229	15,997	(60,226)	-	-
Police/MOJ	17,062	49,000	(66,062)	-	-
Peoples Health	4,042	19,874	(18,947)	-	4,969
Harborne Parish Lands	4,000	12,000	(16,000)	-	-
Other restricted funds	5,233	-	(5,233)	-	-
Rosa	-	7,000	-	-	7,000
Triangle	-	14,997	-	-	14,997
<b>Total restricted funds</b>	<b>136,332</b>	<b>169,295</b>	<b>(222,814)</b>	<b>(34,390)</b>	<b>48,423</b>
<b>Total funds</b>	<b>250,717</b>	<b>339,438</b>	<b>(430,257)</b>	<b>-</b>	<b>159,898</b>

#### Transfers

Transfers relate to restricted funds brought forward that were expensed several years ago from general funds, and also the transfer of funds to general funds that were never originally restricted and incorrectly presented in prior years. Transfers do not relate to surplus funds.

## Women Acting in Today's Society (W.A.I.T.S)

### 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 £ (As restated)
<b>Unrestricted funds</b>				
<b>General</b>				
Core unrestricted	45,936	153,192	(84,743)	114,385
<b>Restricted</b>				
Henry Smith	1,470	-	(1,470)	-
The National Lottery	49,909	-	(49,516)	393
MHCLG	4,155	-	(1,980)	2,175
Lloyds	12,148	-	(12,148)	-
Oak Foundation	38,537	43,488	(55,042)	26,983
Trusthouse	29,369	-	(9,981)	19,388
Postcode Lottery	13,283	-	(5,307)	7,976
CAF Resilience Fund	99,056	39,677	(133,882)	4,851
Birmingham City Council	-	63,999	(19,770)	44,229
Police/MOJ	-	30,502	(13,440)	17,062
Peoples Health	-	12,925	(8,883)	4,042
Albert Hunt Fund	-	7,000	(7,000)	-
Harborne Parish Lands	-	4,000	-	4,000
Other restricted funds	14,521	-	(9,288)	5,233
<b>Total restricted funds</b>	<u>262,448</u>	<u>201,591</u>	<u>(327,707)</u>	<u>136,332</u>
<b>Total funds</b>	<u>308,384</u>	<u>354,783</u>	<u>(412,450)</u>	<u>250,717</u>

#### 20 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	189	-	189
Current assets	130,444	48,423	178,867
Current liabilities	(19,158)	-	(19,158)
<b>Total net assets</b>	<u>111,475</u>	<u>48,423</u>	<u>159,898</u>

## Women Acting in Today's Society (W.A.I.T.S)

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

	Unrestricted funds	Restricted	Total funds at 31 March 2023
	General £	funds £	£ (As restated)
Tangible fixed assets	5,336	-	5,336
Current assets	144,267	136,332	280,599
Current liabilities	<u>(35,218)</u>	<u>-</u>	<u>(35,218)</u>
Total net assets	<u>114,385</u>	<u>136,332</u>	<u>250,717</u>

#### 21 Related party transactions

There were no related party transactions in the year.

**WOMEN ACTING IN TODAYS SOCIETY**

England & Wales - Charity number 1135026

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# Accounts

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REGISTERED COMPANY NUMBER: 07155976 (England and Wales)  
REGISTERED CHARITY NUMBER: 1135026

Financial Statements  
for the Year Ended  
31 March 2023

for

Women Acting in Today's Society  
(W.A.I.T.S)

Godfrey Mansell & Co  
Hales Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

Women Acting in Today's Society  
(W.A.I.T.S)

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for the Year Ended 31 March 2023

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Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Objectives and aims

The object of the Charity, as stated in the Memorandum of Association, is the education and training of women to fulfil their roles in society.

WAITS' Trustees monitor the Charity's activities to demonstrate that the Charity's aims continue to be, and are carried out, for the public benefit. They have had due regard to guidance published by the Charity Commission on public benefit.

This has been translated into W.A.I.T.S overall Business Strategy 2018-2023

Vision

A society where women are safe, valued and fulfilled.

Mission

Empowering women to make positive choices in their own lives.

Strategic Objectives and Goals

To deliver our mission and work towards our vision we have set out some strategic priorities, each of which is supported by a set of goals. The strategic priorities are what is important to us and the goals are our expectations as to what we will deliver and/or achieve.

Strategic Objectives

1. Deliver excellence for our clients

Goals

- i. To empower women through access to W.A.I.T.S' Domestic Abuse Service.
- ii. To empower women through access to W.A.I.T.S' Community Integration Project.

2. Deliver supported and refuge accommodation

- i. To provide safe accommodation for women and children who are fleeing domestic abuse.

3. Have a highly skilled workforce and achieve excellence in our governance

- i. To achieve re-accreditation of the "PQASSO" quality mark
- ii. - To achieve the "Investors in People" accreditation.  
- To undertake a self-assessment of our governance against our adopted Charity Governance Code (NCVO)
- iii. To raise the profile of W.A.I.T.S

4. Have an excellent Information Technology

Communication and Digital (ITC&D) function and business support services

- i. To develop and deliver strategy/action plan to ensure that our ITC and digital function supports the business in achieving excellence

5. Be financially strong and deliver value for money

- i. To deliver the funding and income generation strategy
- ii. To deliver the objectives in this business strategy over the three-year period, whilst retaining financial robustness
- iii. To deliver the value for money approach over the life of the business strategy

6. Be environmentally sustainable

- i. To develop and deliver Environmental Sustainability strategy/action plan. In preparation for this we aim to:  
- make best possible use of available resources  
- conserve energy
- ii. Contribute towards reduction of the 'carbon footprint`

AIMS

The aims are achieved through the following objectives:

- Providing one to one support, advocacy, and befriending
- Co-ordination of support services for women and BAME women with complex needs
- Delivering training workshops to develop the skills, confidence, knowledge and understanding of women and BAME women.
- Having a skilled volunteer program to support the charities objectives
- Provide counselling
- Developing working relationships with policy makers
- Organising and participating in conferences and meetings that raise the profile and the understanding of DA issues

## Women Acting in Today's Society (W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

- Provision of Refuge accommodation

WAITS is responsive to the needs of women experiencing domestic abuse; by providing advocacy, support, accommodation and training, specialising in supporting BAME, Chinese women and women offenders.

### The Role and Contribution of Volunteers

Volunteers continue to play a vital role in enabling WAITS to meet our objectives. Volunteers provided essential support to enable WAITS to deliver services:

- WAITS Counselling services is provided by fully trained Counsellors and counselling placements.
- Befriending volunteers recruited to provide to support WAITS projects.
- In WAITS head office volunteers provided support in administration, marketing & communication, social media and befriending.
- Friends of WAITS who supports W.A.I.T.S through Fundraising events and activities

### Trustees

WAITS Trustees have specific skills to deliver W.A.I.T.S strategy and to meet our objectives. Trustees have an array of skills for example Legal, Health & Social Care, Housing, Offending, Community Development and Business

WAITS continue to maintain its focus on the development of groups and individuals through social action to bring about social change by tackling issues of social exclusion, domestic abuse, single parenthood, offending and at risk of offending; supporting women in participating in local decision making and in all aspects of public life.

WAITS achieve its aims through the following projects:

- Women Support and Development - providing Domestic Abuse support advocacy, support, befriending, personal development and counselling to women experiencing domestic abuse, signposting to legal support and to agencies in the public sector. We are grateful for the support of : MOJ/WMPCC and Birmingham City Council.
- Community Integration project - providing advocacy, floating support, employment support and counselling to women offenders and those at risk of offending or suffering domestic abuse. We are grateful to the support of the following funders that have enabled WAITS to deliver this work: The Community Fund.
- Refuge - providing a safe space for women fleeing domestic abuse, where women can re-coup, develop skills and confidence, receive support, befriending, personal development and counselling to build a new future. We are grateful to the Birmingham City Council for supporting this work.
- Volunteering and Influencing project - Providing weekly workshops, donation collections and distribution, food parcels, recruitment and training of volunteers. Organising WAITS consultations and women's inclusion in decision making forums. We are grateful for the support of The Oak Foundation, People's Health Trust, MOJ/WMPCC and Harborne Parish Lands to deliver this project.

### Partnership Working

-WAITS has worked in partnership with the West Midlands Police and Crime Commission to host an International Women's Day event.

-WAITS partnered with Birmingham City University to hold a Criminal Justice for Domestic Abuse Conference with key stakeholders.

- WAITS is proud to be a member of the NWD network of Third sector organisations
- WAITS is a member of the Homelessness forum
- WAITS is a member of the Living Well Consortia- providing Mental Health network of charities and organisations

### Strategic Forums

- West Midlands Police Domestic Abuse IAG (Independent Advisory Group)
- West Midlands Police Scrutiny Panel
- Women's Resource Centre Advisory Group
- Birmingham's Violence Against Women Strategy Group
- Birmingham's Domestic Abuse Strategy Group
- Member of Birmingham BSAB Birmingham Safeguarding Adults Board
- Member Birmingham Commonwealth Association

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Volunteers

Without the support of committed volunteers, WAITS would struggle to provide a holistic program of support to women. WAITS Trustees volunteer play a vital role in governing the charity and ensuring that WAITS business and action plans are fulfilled.

Professionals volunteer their time delivering workshops, legal and housing surgeries.

Befrienders provide a listening ear and help break isolation when a client moves to a new area.

Ambassadors and the Friends of WAITS host regular fundraising events, walks and challenges to raise vital core funds.

Women Acting in Today's Society  
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Report of the Trustees  
for the Year Ended 31 March 2023

ACHIEVEMENT AND PERFORMANCE  
Charitable activities  
Domestic Abuse Team

Two full time IDVA

Supported 60 Women fleeing Domestic Abuse and homeless to:

- Access accommodation, via council, social housing, shared accommodation
- Access to legal support and injunctions
- Access mental health Support
- Support in accessing support services for them and their children
- Access Counselling

Provided one off telephone and email enquires 382

WAITS Refuges Iona house- confidential accommodation 9 bed spaces

One full time manager, one full time refuge worker and one part time refuge worker.

Support provided to residents:

- Access legal support and injunctions
- Access accommodation, via council, social housing, shared accommodation
- Counselling
- Access mental health Support
- Workshops
- Befriending
- Access to college
- Access to Work placements

Supported 33 women,  
Received 96 referrals

Community Integration Project (CIP)

One part time staff during this period.

Supporting 47 women offenders and those at risk of offending or Suffering domestic abuse to:

- Access accommodation, via council, social housing, shared accommodation and WAITS refuge
- Access to legal support and injunctions
- Access mental health Support
- Access Drugs and Alcohol support
- Support in accessing support services for them and their children
- Access Counselling
- Access accommodation, via council, social housing, shared accommodation, and WAITS

Referrals received 70 referrals

Volunteering and Influencing Project

All Volunteers have received training online, learning about WAITS, Safeguarding and the details of their respective Volunteering role. Our befriending service offers a model of healthy relationships to reduce social isolation.

- Provided 80 hours of counselling
- 300 hours of befriending support

Workshops and drop-in sessions for clients

Providing a holistic service to women experiencing domestic abuse is at the core of WAITS work, to complement our advocacy support to clients the following workshops were delivered:

During this reporting period a total of 74 workshops were held and 455 women supported.

Women Acting in Today's Society  
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Report of the Trustees  
for the Year Ended 31 March 2023

- self-esteem and confidence
- fitness workshops
- housing workshops
- employability workshops
- financial workshop
- peer group,
- mental health/wellbeing workshops
- nutrition workshops
- beauty and self-care
- holistic/Therapeutical workshops
- health workshop
- community workshops
- legal workshop
- education
- volunteering workshops

In addition to practical workshops, our clients have attended workshops to increase their knowledge of public policy and services available to DA victims. This culminated in a conference in January to influence positive change in policies that are related to domestic violence. We developed the Conference with the support of Birmingham City University where we discussed how the justice system works and how it affects gender-based violence.

We also participated in a forum, hosted by the Women Resource Centre, on how the cost-of-living crisis affects organisations working with women and how this affects the women who are supported by these organisations.

#### FINANCIAL REVIEW

##### Financial position

	<u>B/Fwd 01.04.23</u>	<u>Income 2023</u>	<u>Expenditure 2023</u>	<u>Balance 31.03.23</u>
Unrestricted/general funds	£45,936	£153,192	(£84,743)	£114,385
Restricted funds	£262,448	£223,334	(£327,707)	£158,075

The above table summarises the movement in the year of the unrestricted and restricted funds. The Trustees and staff have worked hard to generate unrestricted funds to help facilitate the day to day running of the company. This has increased unrestricted reserves in the current year. The restricted funds have a deficit for the year because large amounts of restricted funds received in the year to 31st March 2022 were spent in the current year due to the conditions and timing of the spending. All restricted expenditure is in line with the funding criteria of the grants received.

The Trustees have agreed a comprehensive five-year fundraising strategy and five year Business Plan which takes into account WAITS need to raise unrestricted core funds to enable WAITS to cover day to day running costs which are not met by current funding.

Reserve Policy Levels: The Trustees have reviewed the reserves of the charity and the nature of the anticipated income and expenditure. Account has been taken of the need to secure the continuous operation of WAITS given the uncertain future of funding streams and the fact that much of WAITS' current funding is for restricted purposes and time limited.

The Trustees have decided that to safeguard WAITS, reserves should be at least equivalent to 3 months unrestricted core running costs. General reserves at 31 March 2023 stood at £114,385 which is above this target.

#### FUTURE PLANS

The aims and objectives continue to be relevant and, at present, there are no plans to change these. Future activities will involve the following:

- The Domestic Abuse Service - supporting women who have experienced/are currently experiencing domestic abuse.
- The Community Integration Project (CIP) - supporting women who have offended in the past or who are at risk of offending/re-offending in the future.
- Women's Refuge - supporting women who are fleeing from, or who are facing homelessness due to domestic violence
- Volunteering - WAITS volunteering program to include accessing volunteers to support the running of the Charity. Supporting Clients through befriending as well as supporting clients with work placements.

WAITS has in the process of refreshing the Business Strategy for the next 3 years, involving services that can be traded to the public sector and the infrastructure to manage tenders and commissions from voluntary and public sectors.

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by a Memorandum of Association dated 10th February 2012.

##### Recruitment and appointment of new trustees

Trustees are appointed as necessary by the continuing Trustees.

##### Organisational structure

Trustees meet quarterly. A Chief Executive Officer is appointed to manage the day-to-day operations of the charity.

WAITS employ staff to achieve its aims and currently employs 9 staff members:

Chief Executive Officer

Program Manager Refuge

Part time Finance Officer

One full time Senior Domestic Abuse Worker

One full time Domestic Abuse Worker

One full time Refuge Worker

One full time Resettlement worker (women Offenders)

One full time Volunteer and Influencing Coordinator

One full time Personal Assistant

##### Induction and training of new trustees

New Trustees are introduced to the staff team as part of their induction and are invited to attend two Away Days held each year for planning and review purposes. They receive training and information on their responsibilities as Trustees and other organisational documentation e.g. operational and strategic plans and financial reports.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

A review of the potential risks takes place once a year at one of the Staff and Trustees Away Days. This enables Trustees to ensure that policies and procedures are in place to minimise any impact. The identified risks and responses are as follows.

RISK	MANAGEMENT	ACTION
WAITS fails to achieve objectives and targets outlined in business plan	Ensure monitoring of business & operational plan at Business Planning Sub-Group meetings and Trustee Board meetings	CEO and Trustees
	Gather information for evaluation and monitoring of WAITS services through WAITS outcomes and activities database	CEO, Operations Co-ordinator and Staff
	Carry out monthly staff supervisions to ensure staff targets are on schedule and monitor staff development programme	CEO, Operations  Co-ordinator
	Ensure regular communication of issues or challenges at weekly staff meetings	Operations Co-ordinator
Inadequate revenue funding in the short, medium and long term	Fundraising strategy in place - monitored at Trustee Board meetings	CEO and Trustees
	Reserves Policy in place and monitored	CEO and Trustees
	Fundraiser in place	CEO and Trustees
Inadequate funding for the groups we are working with	Fundraising strategy in place developing partnerships and commissioning opportunities with public sector	CEO and Trustees
	Income Generation Strategy in place. Monitored by Trustees	CEO and Trustees
High staff turnover	Ensure ongoing communication with staff and management	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Secure funding in place	CEO and Trustees
WAITS workers unable to meet delivery of operational plan due to limited capacity	Staff development programme	Operations Co-ordinator
	Ensure regular progress checks with staff	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Agree corrective action referring to the operational plan including possibility of existing or new resources taking on some of the work	CEO and Operations Co-ordinator

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

	Consider additional contingencies to deliver outputs at Board meeting	CEO and Trustees
	Ensure monitoring of outputs and outcomes and outcomes in operational plan at Business Planning sub-group meetings.	CEO and Trustees
	Additional monitoring of Business Planning Sub-Group carried out at Board Meetings	CEO and Trustees
WAITS unable to adequately monitor and evaluate need, outputs, outcomes and impact of world territorialism by other stakeholders, agencies and referral partners.	Ensure quality standards met PQASSO level 1 in place	CEO and Trustees
Lack of co-operation from other stakeholders, agencies and referral partners	Ensure good networks and communication systems with stakeholders, agencies and referral partners	CEO and Trustees

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number  
07155976 (England and Wales)

Registered Charity number  
1135026

Registered office  
3rd Floor Colmore Circus  
Colmore Circus Queensway  
Birmingham  
B4 6AR

Trustees  
Mrs K Bailey  
Mrs S Bateman (Treasurer)  
Mrs M L Cadogan  
Mrs D LaBassiere (Chair)  
Mrs E M Braham  
Mrs B K Gill (resigned 13.9.22)  
Mrs H Salter  
Mrs T L Swani (Vice Chair)

Company Secretary  
Mrs M Lewinson

Independent Examiner  
Godfrey Mansell & Co  
Hales Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

Bankers  
Co-operative Bank  
118-120 Colmore Row  
Birmingham  
B3 3BA

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the Year Ended 31 March 2023

Approved by order of the board of trustees on 14 December 2023 and signed on its behalf by:

Mrs D LaBassiere - Trustee

Independent Examiner's Report to the Trustees of  
Women Acting in Today's Society  
(W.A.I.T.S)

Independent examiner's report to the trustees of Women Acting in Today's Society (W.A.I.T.S) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, 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:

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.

Mr G I Cook

Godfrey Mansell & Co  
Hales Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

14 December 2023

Women Acting in Today's Society  
(W.A.I.T.S)

Statement of Financial Activities  
for the Year Ended 31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies		83,747	223,334	307,081	288,340
Charitable activities					
Charitable activities		60,879	-	60,879	77,349
Other trading activities	2	8,058	-	8,058	5,622
Investment income	3	508	-	508	1,299
Total		<u>153,192</u>	<u>223,334</u>	<u>376,526</u>	<u>372,610</u>
EXPENDITURE ON Raising funds		6,980	3,011	9,991	27,008
Charitable activities					
Charitable activities		77,763	324,696	402,459	305,053
Total		<u>84,743</u>	<u>327,707</u>	<u>412,450</u>	<u>332,061</u>
NET INCOME/(EXPENDITURE)		68,449	(104,373)	(35,924)	40,549
RECONCILIATION OF FUNDS Total funds brought forward		45,936	262,448	308,384	267,835
TOTAL FUNDS CARRIED FORWARD		<u><u>114,385</u></u>	<u><u>158,075</u></u>	<u><u>272,460</u></u>	<u><u>308,384</u></u>

The notes form part of these financial statements

Women Acting in Today's Society  
(W.A.I.T.S)

Balance Sheet  
31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	9	(4,664)	10,000	5,336	10,937
<b>CURRENT ASSETS</b>					
Debtors	10	65,878	86,977	152,855	71,122
Cash at bank and in hand		88,388	61,098	149,486	252,852
		<u>154,266</u>	<u>148,075</u>	<u>302,341</u>	<u>323,974</u>
<b>CREDITORS</b>					
Amounts falling due within one year	11	(35,217)	-	(35,217)	(26,527)
		<u>119,049</u>	<u>148,075</u>	<u>267,124</u>	<u>297,447</u>
<b>NET CURRENT ASSETS</b>					
		<u>114,385</u>	<u>158,075</u>	<u>272,460</u>	<u>308,384</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>114,385</u>	<u>158,075</u>	<u>272,460</u>	<u>308,384</u>
<b>NET ASSETS</b>					
		<u>114,385</u>	<u>158,075</u>	<u>272,460</u>	<u>308,384</u>
<b>FUNDS</b>					
	12			114,385	45,936
Unrestricted funds				158,075	262,448
Restricted funds				<u>272,460</u>	<u>308,384</u>
<b>TOTAL FUNDS</b>					
				<u>272,460</u>	<u>308,384</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 14 December 2023 and were signed on its behalf by:

D LaBassiere - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost  
Computer equipment - 25% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Limited by guarantee

The liability of members in the case of winding up is limited to £10 per member.

2. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events	<u>8,058</u>	<u>5,622</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

3. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	<u>508</u>	<u>1,299</u>

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	-	3,600
Depreciation - owned assets	<u>5,601</u>	<u>5,859</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

6. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	187,876	161,018
Social security costs	10,811	9,880
Other pension costs	4,516	4,270
	<u>203,203</u>	<u>175,168</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Staff	<u>9</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	16,943	271,397	288,340
Charitable activities			
Charitable activities	77,349	-	77,349
Other trading activities	5,622	-	5,622
Investment income	<u>1,299</u>	<u>-</u>	<u>1,299</u>
<b>Total</b>	<u>101,213</u>	<u>271,397</u>	<u>372,610</u>
<b>EXPENDITURE ON</b>			
Raising funds	8,130	18,878	27,008

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
Charitable activities			
Charitable activities	120,370	184,683	305,053
Total	<u>128,500</u>	<u>203,561</u>	<u>332,061</u>
NET INCOME/(EXPENDITURE)	(27,287)	67,836	40,549
RECONCILIATION OF FUNDS			
Total funds brought forward	73,223	194,612	267,835
TOTAL FUNDS CARRIED FORWARD	<u><u>45,936</u></u>	<u><u>262,448</u></u>	<u><u>308,384</u></u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

8. DONATIONS

	Unrestricted Funds	Restricted Funds	Total Funds 2023
Donations			
General donations	18,747	-	18,747
Grants			
Lloyds Bank Foundation	25,000	-	25,000
Albert Hunt Foundation	-	7,000	7,000
Peoples Health	-	12,925	12,925
Oak Foundation	-	65,231	65,231
CAF	-	39,677	39,677
Birmingham City Council	-	63,999	63,999
Police/MOJ	-	30,502	30,502
Harborne Parish Lands	-	4,000	4,000
	<u>43,747</u>	<u>223,334</u>	<u>267,081</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2022
Donations			
General donations	16,943	-	16,943
Grants			
Lloyds Bank Foundation	-	33,000	33,000
Big Lottery	-	41,890	41,890
Oak Foundation	-	43,489	43,489
Postcode Lottery	-	19,988	19,988
CAF	-	99,056	99,056
Trusthouse	-	12,000	12,000
Heart of England/Wesleyan	-	10,000	10,000
Awards for All	-	9,974	9,974
Grimmitt Trust	-	2,000	2,000
	<u>16,943</u>	<u>271,397</u>	<u>288,340</u>

8. DONATIONS - continued

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022 and 31 March 2023	<u>37,719</u>	<u>20,589</u>	<u>58,308</u>
DEPRECIATION			
At 1 April 2022	37,265	10,106	47,371
Charge for year	<u>454</u>	<u>5,147</u>	<u>5,601</u>
At 31 March 2023	<u>37,719</u>	<u>15,253</u>	<u>52,972</u>
NET BOOK VALUE			
At 31 March 2023	<u>-</u>	<u>5,336</u>	<u>5,336</u>
At 31 March 2022	<u>454</u>	<u>10,483</u>	<u>10,937</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	20,741	-
Other debtors	<u>132,114</u>	<u>71,122</u>
	<u>152,855</u>	<u>71,122</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	4,669	11,040
Social security and other taxes	4,867	4,891
Net wages control	(583)	-
Other creditors	<u>26,264</u>	<u>10,596</u>
	<u>35,217</u>	<u>26,527</u>

12. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	45,936	68,449	114,385
Restricted funds			
Restricted	262,448	(104,373)	158,075
TOTAL FUNDS	<u>308,384</u>	<u>(35,924)</u>	<u>272,460</u>

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	153,192	(84,743)	68,449
Restricted funds			
Restricted	223,334	(327,707)	(104,373)
TOTAL FUNDS	<u>376,526</u>	<u>(412,450)</u>	<u>(35,924)</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	73,223	(27,287)	45,936
Restricted funds			
Restricted	194,612	67,836	262,448
TOTAL FUNDS	<u>267,835</u>	<u>40,549</u>	<u>308,384</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	101,213	(128,500)	(27,287)
Restricted funds			
Restricted	271,397	(203,561)	67,836
TOTAL FUNDS	<u>372,610</u>	<u>(332,061)</u>	<u>40,549</u>

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	73,223	41,162	114,385
Restricted funds			
Restricted	194,612	(36,537)	158,075
<b>TOTAL FUNDS</b>	<u>267,835</u>	<u>4,625</u>	<u>272,460</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	254,405	(213,243)	41,162
Restricted funds			
Restricted	494,731	(531,268)	(36,537)
<b>TOTAL FUNDS</b>	<u>749,136</u>	<u>(744,511)</u>	<u>4,625</u>

Details regarding the above movements in relation to 2023 are as shown below:

	Balance at 01.04.22 £	Income £	Expenditure £	Transfer £	Balance at 31.03.23 £
General Fund:	<u>45,936</u>	<u>113,192</u>	<u>(84,743)</u>	-	<u>74,385</u>
Restricted Funds:					
Henry Smith	1,470	-	(1,470)	-	-
Big Lottery	49,909	-	(49,516)	-	393
MHCLG	4,155	-	(1,980)	-	2,175
Lloyds	12,148	-	(12,148)	-	-
Oak Foundation	38,537	65,231	(55,042)	-	48,726
Trusthouse	29,369	-	(9,981)	-	19,388
Postcode Lottery	13,283	-	(5,307)	-	7,976
CAF Resilience Fund	99,056	39,677	(133,882)	-	4,851
Birmingham City Council	-	63,999	(19,770)	-	44,229
Police/MOJ	-	30,502	(13,440)	-	17,062
Peoples Health	-	12,925	(8,883)	-	4,042
Albert Hunt Fund	-	7,000	(7,000)	-	-
Harborne Parish Lands	-	4,000	-	-	4,000
Other restricted funds	<u>14,521</u>	-	<u>(9,288)</u>	-	<u>5,233</u>
	<u>262,448</u>	<u>223,334</u>	<u>(327,707)</u>	-	158,075
<b>Total</b>	<b>308,384</b>	<b>336,526</b>	<b>(412,450)</b>	<b>-</b>	<b>232,460</b>

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

Women Acting in Today's Society  
(W.A.I.T.S)

Detailed Statement of Financial Activities  
for the Year Ended 31 March 2023

	2023 £	2022 £
<b>INCOME AND ENDOWMENTS</b>		
Donations and legacies		
Donations	18,749	16,941
Grants	288,332	271,399
	<u>307,081</u>	<u>288,340</u>
Other trading activities		
Fundraising events	8,058	5,622
Investment income		
Deposit account interest	508	1,299
Charitable activities		
Sundry income from charitable activities	3,170	2,690
Rent and contribution for women`s refuge	57,709	74,659
	<u>60,879</u>	<u>77,349</u>
Total incoming resources	376,526	372,610
<b>EXPENDITURE</b>		
Raising donations and legacies		
Legal and professional	5,350	13,750
Other trading activities		
Purchases	-	117
Event costs	4,641	13,141
	<u>4,641</u>	<u>13,258</u>
Charitable activities		
Wages	187,876	161,018
Social security	10,811	9,880
Pensions	4,516	4,270
Rates and water	6,574	8,659
Insurance	1,430	1,335
Light and heat	6,753	14,021
Telephone	9,507	9,004
Sundries	8,104	1,214
Rent	39,677	51,099
Repairs	6,113	5,796
Travel and subsistence	3,062	2,407
Legal and professional	81,135	13,533
Office costs	22,186	11,487
Training	9,114	1,871
Fixtures and fittings	454	712
Computer equipment	5,147	5,147
	<u>402,459</u>	<u>301,453</u>
Support costs		

This page does not form part of the statutory financial statements

Women Acting in Today's Society  
(W.A.I.T.S)

Detailed Statement of Financial Activities  
for the Year Ended 31 March 2023

	2023 £	2022 £
Support costs		
Governance costs		
Auditors' remuneration	-	3,600
Total resources expended	<u>412,450</u>	<u>332,061</u>
Net (expenditure)/income	<u>(35,924)</u>	<u>40,549</u>

**WOMEN ACTING IN TODAYS SOCIETY**

England & Wales - Charity number 1135026

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# Accounts

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**REGISTERED COMPANY NUMBER: 07155976 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1135026**

**Audited Financial Statements  
for the Year Ended  
31 March 2022**

**for**

**Women Acting in Today's Society**

Nicklin Audit Limited  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

## **Women Acting in Today's Society**

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## **Women Acting in Today's Society**

### **Report of the Trustees for the Year Ended 31 March 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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).

## **Women Acting in Today's Society**

### **Report of the Trustees for the Year Ended 31 March 2022**

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The object of the Charity, as stated in the Memorandum of Association, is the education and training of women to fulfil their roles in society.

WAITS' Trustees monitor the Charity's activities to demonstrate that the Charity's aims continue to be, and are carried out, for the public benefit. They have had due regard to guidance published by the Charity Commission on public benefit.

This has been translated into W.A.I.T.S overall Business Strategy 2018-2022

##### **Vision**

A society where women are safe, valued and fulfilled.

##### **Mission**

Empowering women to make positive choices in their own lives.

##### **Strategic Objectives and Goals**

To deliver our mission and work towards our vision we have set out some strategic priorities, each of which is supported by a set of goals. The strategic priorities are what is important to us and the goals are our expectations as to what we will deliver and/or achieve.

##### **Strategic Objectives**

1. Deliver excellence for our clients
2. Deliver supported and refuge accommodation
3. Have a highly skilled workforce and achieve excellence in our governance
4. Have an excellent Information Technology Communication and Digital (ITC&D) function and business support services
5. Be financially strong and deliver value for money
6. Be environmentally sustainable

##### **Goals**

- i. To empower women through access to W.A.I.T.S' Domestic Abuse Service.
- ii. To empower women through access to W.A.I.T.S' Community Integration Project.
- i. To provide safe accommodation for women and children who are fleeing domestic abuse.
- i. To achieve re-accreditation of the "PQASSO" quality mark
- ii. - To achieve the "Investors in People" accreditation.  
- To undertake a self-assessment of our governance against our adopted Charity Governance Code (NCVO)
- iii. To raise the profile of W.A.I.T.S
- i. To develop and deliver strategy/action plan to ensure that our ITC and digital function supports the business in achieving excellence
- i. To deliver the funding and income generation strategy
- ii. To deliver the objectives in this business strategy over the three-year period, whilst retaining financial robustness
- iii. To deliver the value for money approach over the life of the business strategy
- i. To develop and deliver Environmental Sustainability strategy/action plan. In preparation for this we aim to:  
- make best possible use of available resources  
- conserve energy
- ii. Contribute towards reduction of the 'carbon footprint'

##### **AIMS**

The aims are achieved through the following objectives:

- Providing one to one support, advocacy, and befriending
- Co-ordination of support services for women and BAME women with complex needs
- Delivering training workshops to develop the skills, confidence, knowledge and understanding of women and BAME women.
- Having a skilled volunteer program to support the charity's objectives
- Provide counselling
- Developing working relationships with policy makers
- Organising and participating in conferences and meetings that raise the profile and the understanding of DA issues
- Provision of refuge accommodation

## **Women Acting in Today's Society**

### **Report of the Trustees for the Year Ended 31 March 2022**

WAITS is responsive to the needs of women experiencing domestic abuse; by providing advocacy, support, accommodation and training, specialising in supporting BAME, Chinese women and women offenders.

#### **The Role and Contribution of Volunteers**

Volunteers continue to play a vital role in enabling WAITS to meet our objectives. Volunteers provided essential support to enable WAITS to deliver services:

- WAITS Counselling services are provided by fully trained Counsellors and counselling placements.
- Befriending volunteers recruited to provide to support WAITS projects.
- In WAITS head office volunteers provided support in administration, marketing & communication, social media and befriending.
- Friends of WAITS who supports W.A.I.T.S through Fundraising events and activities

#### **Trustees**

WAITS Trustees have specific skills to deliver W.A.I.T.S strategy and to meet our objectives. Trustees have an array of skills for example Legal, Health & Social Care, Housing, working with offenders, Community Development and Business

WAITS continues to maintain its focus on the development of groups and individuals through social action to bring about social change by tackling issues of social exclusion, domestic abuse, single parenthood, offending and those at risk of offending; supporting women in participating in local decision making and in all aspects of public life.

#### **WAITS achieve its aims through the following projects:**

- **Community Integration project** - providing advocacy, floating support, employment support and counselling to women offenders and those at risk of offending or suffering domestic abuse. We are grateful to the support of the following funders that have enabled WAITS to deliver this work: **The Community Fund, Henry Smith Charity and Lloyds Bank Foundation.**

- **Women's Support and Development** - providing Domestic Abuse support, advocacy, support, befriending, personal development and counselling to women experiencing domestic abuse, signposting to legal support and to agencies in the public sector. We are grateful for the support of: **Heart of England Community Foundation, Wesleyan Foundation, Garfield Weston, Trusthouse, Grimitt Trust.**

- **Refuge** - providing a safe space for women fleeing domestic abuse, where women can recoup, develop skills and confidence, receive support, befriending, personal development and counselling to build a new future. We are grateful to the **Henry Smith Charity** for supporting this work.

- **Volunteering and Influencing project** - Providing weekly workshops, donation collections and distribution, food parcels, recruitment and training of volunteers. Organising WAITS consultations and women's inclusion in decision-making forums. We are grateful for the support of **The Oak Foundation.**

#### **COVID 19**

WAITS is extremely proud to have continued to deliver services to women throughout the pandemic, coming out of the lockdown periods and resuming seeing our clients face to face has been a challenge. Some women especially women from the Chinese community have been cautious in coming out and mixing with people. Delivering a hybrid service for counselling and workshops have enabled women to still participate and develop skills.

During lockdown periods WAITS staff attended virtual court and case conferences with social services to ensure continuity of support, at a time when other services closed and changed the way they delivered support.

We lost support staff who, due to work pressure, changed career or found domestic abuse roles in the public sector. Recruitment has been the biggest challenge in 2022, however WAITS amazing staff and volunteers have pulled together to keep the charity delivering our services.

#### **Partnership Working**

-WAITS has gained support from Lloyds Banking Group Ambassador, where bank staff provide financial and budgeting workshops to clients.

- Business in the Community, Bournville Village, provided women with work experience

- WAITS is proud to be a member of the NWD network of Third sector organisations

- WAITS is a member of the Homelessness Forum

- WAITS is a member of the Living Well Consortia- providing a mental health network of charities and organisations

- Women Resource Centre, London, - CEO sat on the Black and Minority Fund providing between £5,000 and £10,000 grants to Women's organisations nationally.

#### **Strategic Forums**

WAITS participate in the following local strategic forums and partnerships:

-West Midlands Police Domestic Abuse IAG (Independent Advisory Group)

## **Women Acting in Today's Society**

### **Report of the Trustees for the Year Ended 31 March 2022**

- Member of Birmingham BSAB - Birmingham Safeguarding Adults Board
- Member Birmingham Commonwealth Association

#### **Volunteers**

Without the support of committed volunteers, WAITS would struggle to provide a holistic program of support to women. WAITS volunteer trustees play a vital role in governing the charity and ensuring that WAITS business and action plans are fulfilled.

Professionals volunteer their time delivering workshops, legal and housing surgeries.

Befrienders provide a listening ear and help to break the isolation when a client moves to a new area.

Ambassadors and the Friends of WAITS host regular fundraising events, walks and challenges to raise vital core funds.

## **Women Acting in Today's Society**

### **Report of the Trustees for the Year Ended 31 March 2022**

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities Domestic Abuse Team**

Two full time IDVA

Supported **65** Women fleeing Domestic Abuse and homelessness to:

- Access accommodation, via council, social housing, shared accommodation
- Access to legal support and injunctions
- Access mental health support
- Support in accessing support services for them and their children
- Access Counselling

**Provided one off telephone and email enquiries: 398**

Received 105 referrals

##### **WAITS Refuges Iona House - confidential accommodation 12 bed spaces**

Staff: One part time refuge worker

Provided to residents

- Support to access legal services
- Access to rehousing
- Counselling
- Workshops
- Befriending
- Access to college
- Access to Work placements

**Supported 35 women,**

Received 70 referrals

##### **Community Integration Project (CIP)**

One part time staff during this period.

Supporting women offenders and those at risk of offending or Suffering domestic abuse to:

- Access accommodation, via council/social housing, shared accommodation and WAITS refuge
  - Access to legal support and injunctions
  - Access mental health support
  - Access drugs and alcohol support
  - Access support services for them and their children
  - Access counselling
  - Access accommodation, via council/social housing, shared accommodation, and WAITS
- Referrals received 70 referrals

##### **Volunteering and Influencing Project**

All Volunteers have received training online, learning about WAITS, safeguarding and the details of their respective volunteering roles in our befriending service. Their role is to model healthy relationships and reduce social isolation. Volunteering roles, donations, social media and deliveries to service users provided:

-180 hours of counselling

-55 hours of befriending support

-Organised consultation with BVSC and WAITS 8 clients to feed in BAME women's views for Domestic Abuse Needs Assessment

##### **Workshops and drop-in sessions for clients**

Providing a holistic service to women experiencing domestic abuse is at the core of WAITS' work. To complement our advocacy support to clients, the following workshops were delivered:

## Women Acting in Today's Society

### Report of the Trustees for the Year Ended 31 March 2022

During this reporting period a total of 60 workshops took place 3 courses spanning 12 weeks, subjects including:

- Exercise 2 x 4 weeks programme
- Health - 6 workshops
- Culture Cooking programme
- Employability, CV writing, telephone techniques, interview skills
- Style by Kate
- Safeguarding children on-line
- Domestic abuse trauma
- Self-care vision board
- Finance and Budgeting workshops
- Housing surgeries and workshops
- Legal workshops with solicitors
- Arts and Crafts workshops
- BVSC DA consultation
- Black Mental Health Consultation
- Women's Rights

We also facilitated 3 courses providing basic training in Cooking, Sewing and Exercise. These courses were aimed at educating women to understand soft skills and explore interests during the Covid-19 lockdown.

We have been very appreciative that we have had some amazing facilitators during this time such as:

Birmingham City Council  
Duncan Lewis Solicitors  
Lloyds Banking Group  
Shebeasts  
Feed my creative CIC  
2muchpassion CIC  
Fircroft College  
Parliament UK

## FINANCIAL REVIEW

### Financial position

The accounts for the year show total income of £372,610 and total expenditure of £332,061 giving net incoming resources of £40,549, including net outgoing resources of £27,287 which relate to un-restricted funds.

The Trustees have agreed a comprehensive five-year fundraising strategy and five year Business Plan which takes into account WAITS' need to raise unrestricted core funds to enable WAITS to cover day to day running costs which are not met by current funding.

Reserve Policy Levels: The Trustees have reviewed the reserves of the charity and the nature of the anticipated income and expenditure. Account has been taken of the need to secure the continuous operation of WAITS given the uncertain future of funding streams and the fact that much of WAITS' current funding is for restricted purposes and time limited.

The Trustees have decided that to safeguard WAITS, reserves should be at least equivalent to 3 months' unrestricted core running costs. General reserves at 31 March 2022 stood at £45,936 which is above this target.

## FUTURE PLANS

The aims and objectives continue to be relevant and, at present, there are no plans to change these. Future activities will involve the following:

- **The Domestic Abuse Service** - supporting women who have experienced/are currently experiencing domestic abuse.
- **The Community Integration Project (CIP)** - supporting women who have offended in the past or who are at risk of offending/re-offending in the future.
- **Women's Refuge** - supporting women who are fleeing from, or who are facing homelessness due to, domestic violence
- **Volunteering** - WAITS volunteering program to include accessing volunteers to support the running of the charity. Supporting clients through befriending as well as supporting clients with work placements.

WAITS is working toward the future stability of the charity and has a 5-year business strategy in place involving services that can be traded to the public sector, and the infrastructure to manage tenders and commissions from voluntary and public sectors.

## **Women Acting in Today's Society**

### **Report of the Trustees for the Year Ended 31 March 2022**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by a Memorandum of Association dated 10th February 2012.

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

Trustees are appointed as necessary by the continuing trustees.

##### **Organisational structure**

Trustees meet bimonthly. A Chief Executive Officer is appointed to manage the day-to-day operations of the charity. WAITS employ staff to achieve its aims and currently employs 8 staff members:

Chief Executive Officer

Operations Co-ordinator

Part-time Finance Officer

One full-time Senior Domestic Abuse Worker

Two full-time Women's Support and Development Workers (Domestic Abuse)

One part-time Refuge and Housing support worker

Two part-time Transition Workers (Women Offenders)

One full-time Resettlement worker (Women Offenders)

##### **Induction and training of new trustees**

New Trustees are introduced to the staff team as part of their induction and are invited to attend two Away Days held each year for planning and review purposes. They receive training and information on their responsibilities as trustees and other organisational documentation e.g. operational and strategic plans and financial reports.

## Women Acting in Today's Society

Report of the Trustees  
for the Year Ended 31 March 2022

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Risk management

A review of the potential risks takes place once a year at one of the Staff and Trustees Away Days. This enables Trustees to ensure that policies and procedures are in place to minimise any impact. The identified risks and responses are as follows.

RISK	MANAGEMENT	ACTION
WAITS fails to achieve objectives and targets outlined in business plan	Ensure monitoring of business & operational plan at Business Planning Sub-Group meetings and Trustee Board meetings	CEO and Trustees
	Gather information for evaluation and monitoring of WAITS services through WAITS outcomes and activities database	CEO, Operations Co-ordinator and Staff
	Carry out monthly staff supervisions to ensure staff targets are on schedule and monitor staff development programme	CEO, Operations Co-ordinator
	Ensure regular communication of issues or challenges at weekly staff meetings	Operations Co-ordinator
Inadequate revenue funding in the short, medium and long term	Fundraising strategy in place - monitored at Trustee Board meetings	CEO and Trustees
	Reserves Policy in place and monitored	CEO and Trustees
	Fundraiser in place	CEO and Trustees
Inadequate funding for the groups we are working with	Fundraising strategy in place developing partnerships and commissioning opportunities with public sector	CEO and Trustees
	Income Generation Strategy in place. Monitored by Trustees	CEO and Trustees
High staff turnover	Ensure ongoing communication with staff and management	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Secure funding in place	CEO and Trustees
WAITS workers unable to meet delivery of operational plan due to limited capacity	Staff development programme	Operations Co-ordinator
	Ensure regular progress checks with staff	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Agree corrective action referring to the operational plan including possibility of existing or new resources taking on some of the work	CEO and Operations Co-ordinator

## Women Acting in Today's Society

### Report of the Trustees for the Year Ended 31 March 2022

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

	Consider additional contingencies to deliver outputs at Board meeting	CEO and Trustees
	Ensure monitoring of outputs and outcomes and outcomes in operational plan at Business Planning sub-group meetings.	CEO and Trustees
	Additional monitoring of Business Planning Sub-Group carried out at Board Meetings	CEO and Trustees
WAITS unable to adequately monitor and evaluate need, outputs, outcomes and impact of world territorialism by other stakeholders, agencies and referral partners.	Ensure quality standards met PQASSO level 1 in place	CEO and Trustees
Lack of co-operation from other stakeholders, agencies and referral partners	Ensure good networks and communication systems with stakeholders, agencies and referral partners	CEO and Trustees

#### REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number  
07155976 (England and Wales)

Registered Charity number  
1135026

Registered office  
235 Dudley Road  
Winson Green  
Birmingham  
B18 4EJ

Trustees:  
Ms D LaBassiere (Chair)  
Mrs T L Swani (Vice Chair)  
Mrs S Bateman (Treasurer)  
Mrs K Bailey  
Mrs M L Cadogan  
Mrs E M Braham  
Mrs B K Gill  
Mrs H Salter

#### Company Secretary

Mrs M Lewinson

#### Auditors

Nicklin Audit Limited  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

#### Bankers

Co-operative Bank  
118-120 Colmore Row  
Birmingham  
B3 3BA

**Women Acting in Today's Society**

**Report of the Trustees  
for the Year Ended 31 March 2022**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Women Acting in Today's Society for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

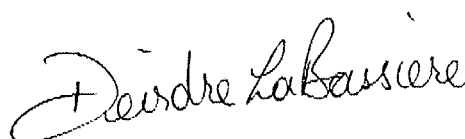
In so far as the trustees are aware:

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

**AUDITORS**

The auditors, Nicklin Audit Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 28 January 2023 and signed on its behalf by:



.....  
Ms Deirdre LaBassiere - Chair

## **Report of the Independent Auditors to the Members of Women Acting in Today's Society**

### **Opinion**

We have audited the financial statements of Women Acting in Today's Society (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

## **Report of the Independent Auditors to the Members of Women Acting in Today's Society**

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Our responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identify and assess risks of material misstatement of the financial statements, whether due to fraud and error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient in and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we consider the following:

- the nature of the industry, control environment and business performance;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we have identified having reviewed the company's procedures for complying with laws and regulations and whether they were aware of any instances of non-compliance. The key laws and regulations we considered in this context included the Companies Act 2006.

As a result of these procedures we consider the opportunities that may exist within the organisation for fraud resulting in material misstatement in the financial statements. We considered that any such opportunities are mitigated by the fact that the company is under the close control of its directors.

Our procedures to arrive at this included the following:

- reviewing balance sheet control accounts to ensure properly reconciled;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring with management concerning actual and potential litigation claims.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors

**Report of the Independent Auditors to the Members of  
Women Acting in Today's Society**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Howell (Senior Statutory Auditor)  
for and on behalf of Nicklin Audit Limited  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

Date: ..... 31 / 1 / 23 .....

**Women Acting in Today's Society**

**Statement of Financial Activities  
for the Year Ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		16,943	271,397	288,340	375,683
<b>Charitable activities</b>					
Charitable activities		77,349	-	77,349	49,929
Other trading activities	2	5,622	-	5,622	284
Investment income	3	1,299	-	1,299	24
<b>Total</b>		<u>101,213</u>	<u>271,397</u>	<u>372,610</u>	<u>425,920</u>
<b>EXPENDITURE ON</b>					
Raising funds		8,130	18,878	27,008	23,749
<b>Charitable activities</b>					
Charitable activities		120,370	184,683	305,053	306,086
<b>Total</b>		<u>128,500</u>	<u>203,561</u>	<u>332,061</u>	<u>329,835</u>
<b>NET INCOME/(EXPENDITURE)</b>		(27,287)	67,836	40,549	96,085
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		73,223	194,612	267,835	171,750
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>45,936</u>	<u>262,448</u>	<u>308,384</u>	<u>267,835</u>

The notes form part of these financial statements


**Women Acting in Today's Society**

**Balance Sheet  
31 March 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	9	937	10,000	10,937	16,040
<b>CURRENT ASSETS</b>					
Debtors	10	5,889	65,233	71,122	51,298
Cash at bank and in hand		65,637	187,215	252,852	220,123
		<u>71,526</u>	<u>252,448</u>	<u>323,974</u>	<u>271,421</u>
<b>CREDITORS</b>					
Amounts falling due within one year	11	(26,527)	-	(26,527)	(19,626)
<b>NET CURRENT ASSETS</b>					
		<u>44,999</u>	<u>252,448</u>	<u>297,447</u>	<u>251,795</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>45,936</u>	<u>262,448</u>	<u>308,384</u>	<u>267,835</u>
<b>NET ASSETS</b>					
		<u>45,936</u>	<u>262,448</u>	<u>308,384</u>	<u>267,835</u>
<b>FUNDS</b>					
Unrestricted funds	12			45,936	73,223
Restricted funds				262,448	194,612
<b>TOTAL FUNDS</b>					
				<u>308,384</u>	<u>267,835</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 January 2023 and were signed on its behalf by:



.....  
D LaBassiere - Chair

## Women Acting in Today's Society

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

#### 1. ACCOUNTING POLICIES

##### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost
Computer equipment	- 25% on cost

##### Taxation

The charity is exempt from corporation tax on its charitable activities.

##### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### Limited by guarantee

The liability of members in the case of winding up is limited to £10 per member.

#### 2. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Fundraising events	5,622	284

**Women Acting in Today's Society**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022**

**3. INVESTMENT INCOME**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Deposit account interest	1,299	24
	<u>          </u>	<u>          </u>

**4. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Auditors' remuneration	3,600	2,000
Depreciation - owned assets	5,859	5,672
	<u>          </u>	<u>          </u>

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**6. STAFF COSTS**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Wages and salaries	161,018	168,867
Social security costs	9,880	9,307
Other pension costs	4,270	4,204
	<u>          </u>	<u>          </u>
	175,168	182,378

The average monthly number of employees during the year was as follows:

	<b>2022</b>	<b>2021</b>
Staff	7	8
	<u>          </u>	<u>          </u>

No employees received emoluments in excess of £60,000.

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	<b>Unrestricted fund £</b>	<b>Restricted fund £</b>	<b>Total funds £</b>
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	17,922	357,761	375,683
<b>Charitable activities</b>			
Charitable activities	49,929	-	49,929
Other trading activities	284	-	284
Investment income	24	-	24
	<u>          </u>	<u>          </u>	<u>          </u>
<b>Total</b>	68,159	357,761	425,920
<b>EXPENDITURE ON</b>			
Raising funds	23,749	-	23,749

**Women Acting in Today's Society**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022**

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	<b>Unrestricted fund £</b>	<b>Restricted fund £</b>	<b>Total funds £</b>
<b>Charitable activities</b>			
Charitable activities	37,489	268,597	306,086
<b>Total</b>	<u>61,238</u>	<u>268,597</u>	<u>329,835</u>
<b>NET INCOME</b>	6,921	89,164	96,085
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	66,302	105,448	171,750
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>73,223</u></u>	<u><u>194,612</u></u>	<u><u>267,835</u></u>

**Women Acting in Today's Society**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022**

**8. DONATIONS**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2022</b>
<b>Donations</b>			
General donations	16,943	-	16,943
<b>Grants</b>			
Lloyds Bank Foundation	-	33,000	33,000
Big Lottery	-	41,890	41,890
Oak Foundation	-	43,489	43,489
Postcode Lottery	-	19,988	19,988
CAF	-	99,056	99,056
Trusthouse	-	12,000	12,000
Heart of England/Wesleyan	-	10,000	10,000
Awards for All	-	9,974	9,974
Grimmitt Trust	-	2,000	2,000
	<u>16,943</u>	<u>271,397</u>	<u>288,340</u>
	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2021</b>
<b>Donations</b>			
General donations	17,922	-	17,922
<b>Grants</b>			
Lloyds Bank Foundation	-	44,604	44,604
Big Lottery	-	117,612	117,612
Oak Foundation	-	81,989	81,989
Henry Smith	-	40,800	40,800
Trusthouse	-	26,000	26,000
MHCLG	-	36,756	36,756
Garfield Weston	-	10,000	10,000
	<u>17,922</u>	<u>357,761</u>	<u>375,683</u>

**Women Acting in Today's Society**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022**

**8. DONATIONS - continued**

**9. TANGIBLE FIXED ASSETS**

	<b>Fixtures and fittings £</b>	<b>Computer equipment £</b>	<b>Totals £</b>
<b>COST</b>			
At 1 April 2021	37,719	19,833	57,552
Additions	-	756	756
At 31 March 2022	<u>37,719</u>	<u>20,589</u>	<u>58,308</u>
<b>DEPRECIATION</b>			
At 1 April 2021	36,554	4,958	41,512
Charge for year	711	5,148	5,859
At 31 March 2022	<u>37,265</u>	<u>10,106</u>	<u>47,371</u>
<b>NET BOOK VALUE</b>			
At 31 March 2022	<u>454</u>	<u>10,483</u>	<u>10,937</u>
At 31 March 2021	<u>1,165</u>	<u>14,875</u>	<u>16,040</u>

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2022 £</b>	<b>2021 £</b>
Other debtors	<u>71,122</u>	<u>51,298</u>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2022 £</b>	<b>2021 £</b>
Trade creditors	11,040	7,862
Social security and other taxes	4,891	4,797
Other creditors	10,596	6,967
	<u>26,527</u>	<u>19,626</u>

**12. MOVEMENT IN FUNDS**

	<b>At 1.4.21 £</b>	<b>Net movement in funds £</b>	<b>At 31.3.22 £</b>
<b>Unrestricted funds</b>			
General fund	73,223	(27,287)	45,936
<b>Restricted funds</b>			
Restricted	194,612	67,836	262,448
<b>TOTAL FUNDS</b>	<u>267,835</u>	<u>40,549</u>	<u>308,384</u>

**Women Acting in Today's Society**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022**

**12. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Movement in funds £</b>
<b>Unrestricted funds</b>			
General fund	101,213	(128,500)	(27,287)
<b>Restricted funds</b>			
Restricted	271,397	(203,561)	67,836
<b>TOTAL FUNDS</b>	<u>372,610</u>	<u>(332,061)</u>	<u>40,549</u>

**Comparatives for movement in funds**

	<b>At 1.4.20 £</b>	<b>Net movement in funds £</b>	<b>At 31.3.21 £</b>
<b>Unrestricted funds</b>			
General fund	66,302	6,921	73,223
<b>Restricted funds</b>			
Restricted	105,448	89,164	194,612
<b>TOTAL FUNDS</b>	<u>171,750</u>	<u>96,085</u>	<u>267,835</u>

Comparative net movement in funds, included in the above are as follows:

	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Movement in funds £</b>
<b>Unrestricted funds</b>			
General fund	68,159	(61,238)	6,921
<b>Restricted funds</b>			
Restricted	357,761	(268,597)	89,164
<b>TOTAL FUNDS</b>	<u>425,920</u>	<u>(329,835)</u>	<u>96,085</u>

A current year 12 months and prior year 12 months combined position is as follows:

	<b>At 1.4.20 £</b>	<b>Net movement in funds £</b>	<b>At 31.3.22 £</b>
<b>Unrestricted funds</b>			
General fund	66,302	(20,366)	45,936
<b>Restricted funds</b>			
Restricted	105,448	157,000	262,448
<b>TOTAL FUNDS</b>	<u>171,750</u>	<u>136,634</u>	<u>308,384</u>

## Women Acting in Today's Society

### Notes to the Financial Statements - continued for the Year Ended 31 March 2022

#### 12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	169,372	(189,738)	(20,366)
<b>Restricted funds</b>			
Restricted	629,158	(472,158)	157,000
<b>TOTAL FUNDS</b>	<u>798,530</u>	<u>(661,896)</u>	<u>136,634</u>

Details regarding the above movements in relation to 2022 are as shown below:

	Balance at 01.04.21 £	Income £	Expenditure £	Transfer £	Balance at 31.03.22 £
<b>General Fund:</b>	<u>73,223</u>	<u>101,213</u>	<u>(128,500)</u>	-	<u>45,936</u>
<b>Restricted Funds:</b>					
Henry Smith	33,766	-	(32,296)	-	1,470
Big Lottery	53,056	41,890	(45,037)	-	49,909
MHCLG	17,801	10,000	(23,646)	-	4,155
Lloyds	5,703	33,000	(26,555)	-	12,148
Oak Foundation	43,489	43,489	(48,441)	-	38,537
Trusthouse	30,797	12,000	(13,428)	-	29,369
Postcode Lottery	-	19,988	(6,705)	-	13,283
CAF Resilience Fund	-	99,056	-	-	99,056
Other restricted funds	<u>10,000</u>	<u>11,974</u>	<u>(7,453)</u>	-	<u>14,521</u>
	<u>194,612</u>	<u>271,397</u>	<u>(203,561)</u>	-	262,448
<b>Total</b>	<b>267,835</b>	<b>372,610</b>	<b>(332,061)</b>	-	<b>308,384</b>

The nature and purpose of each of the major restricted funds is explained below:

#### Henry Smith

During 2018 the charity received income from The Henry Smith Charity towards a project providing resettlement services and activities for female ex-offenders and those at risk of offending in Birmingham.

#### Big Lottery

The charity received funding from the Big Lottery towards its Community Integration Project supporting women who have offended or who are at risk of offending.

#### MHCLG

The charity received funding from the Ministry of Housing, Communities and Local Government to contribute towards the costs of providing refuge accommodation and transition support for women fleeing domestic abuse.

#### Lloyds

The charity received funding from Lloyds Bank Foundation specifically for core costs.

#### CAF Resilience Fund

The charity received funding to support the charity's bounceback after Covid. It was used to pay for a domestic abuse worker, refuge sally posts, marketing and counselling.

#### Oak Foundation

The charity received income towards developing the participation of women in volunteering, decision-making and influencing.

## **Women Acting in Today's Society**

### **Notes to the Financial Statements - continued for the Year Ended 31 March 2022**

#### **12. MOVEMENT IN FUNDS - continued**

##### Trusthouse

From April 2019 the charity received income to provide services supporting women who have experienced or are currently experiencing domestic abuse, and the purchase costs of hardware, software and IT support and maintenance to enable this.

##### Postcode Lottery

The charity received funding from the Postcode Local Trust to cover the costs of a refuge worker and some counselling.

#### **13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2022.

## Women Acting in Today's Society

### Detailed Statement of Financial Activities for the Year Ended 31 March 2022

	2022 £	2021 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	16,941	17,922
Grants	271,399	357,761
	<hr/>	<hr/>
	288,340	375,683
<b>Other trading activities</b>		
Fundraising events	5,622	284
<b>Investment income</b>		
Deposit account interest	1,299	24
<b>Charitable activities</b>		
Sundry income from charitable activities	2,690	2,423
Rent and contribution for women`s refuge	74,659	47,506
	<hr/>	<hr/>
	77,349	49,929
<b>Total incoming resources</b>	<hr/>	<hr/>
	372,610	425,920
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Legal and professional	13,750	19,543
<b>Other trading activities</b>		
Purchases	117	1,028
Event costs	13,141	2,389
Advertising	-	789
	<hr/>	<hr/>
	13,258	4,206
<b>Charitable activities</b>		
Wages	161,018	168,867
Social security	9,880	9,307
Pensions	4,270	4,204
Rates and water	8,659	6,526
Insurance	1,335	2,885
Light and heat	14,021	5,620
Telephone	9,004	7,874
Sundries	1,214	11,963
Rent	51,099	45,726
Repairs	5,796	4,011
Other property costs	-	291
Travel and subsistence	2,407	1,091
Legal and professional	13,533	10,036
Office costs	11,487	11,632
Training	1,871	8,381
Fixtures and fittings	712	714
Computer equipment	5,147	4,958
	<hr/>	<hr/>
	301,453	304,086

This page does not form part of the statutory financial statements

**Women Acting in Today's Society**

**Detailed Statement of Financial Activities  
for the Year Ended 31 March 2022**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Support costs</b>		
<b>Governance costs</b>		
Auditors' remuneration	3,600	2,000
Total resources expended	<u>332,061</u>	<u>329,835</u>
<b>Net income</b>	<u>40,549</u>	<u>96,085</u>

This page does not form part of the statutory financial statements

**WOMEN ACTING IN TODAYS SOCIETY**

England & Wales - Charity number 1135026

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# Accounts

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**REGISTERED COMPANY NUMBER: 07155976 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1135026**

Audited Financial Statements  
for the year ended  
31 March 2021

for

Women Acting In Today's Society  
(W.A.I.T.S)

Nicklin Audit Limited  
Chartered Accountants  
Statutory Auditors  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

Women Acting in Today's Society  
(W.A.I.T.S)

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for the year ended 31 March 2021

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Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the year ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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).

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and aims**

The object of the Charity, as stated in the Memorandum of Association, is the education and training of women to fulfil their roles in society.

WAITS' Trustees monitor the Charity's activities to demonstrate that the Charity's aims continue to be, and are carried out, for the public benefit. They have had due regard to guidance published by the Charity Commission on public benefit.

This has been translated into W.A.I.T.S overall Business Strategy 2018-2021.

### **Vision**

A society where women are safe, valued and fulfilled.

### **Mission**

Empowering women to make positive choices in their own lives.

### **Strategic Objectives and Goals**

To deliver our mission and work towards our vision we have set out some strategic priorities, each of which is supported by a set of goals. The strategic priorities are what is important to us and the goals are our expectations as to what we will deliver and/or achieve.

#### **Strategic Objectives**

1. Deliver excellence for our clients
2. Deliver supported and refuge accommodation
3. Have a highly skilled workforce and achieve excellence in our governance
4. Have an excellent Information Technology Communication and Digital (ITC&D) function and business support services
5. Be financially strong and deliver value for money
6. Be environmentally sustainable

#### **Goals**

- i. To empower women through access to W.A.I.T.S' Domestic Abuse Service.
- ii. To empower women through access to W.A.I.T.S' Community Integration Project.
- i. To provide safe accommodation for women and children who are fleeing domestic abuse.
- i. To achieve re-accreditation of the "PQASSO" quality mark
- ii. - To achieve the "Investors in People" accreditation.  
- To undertake a self-assessment of our governance against our adopted Charity Governance Code (NCVO)
- iii. To raise the profile of W.A.I.T.S
- i. To develop and deliver strategy/action plan to ensure that our ITC and digital function supports the business in achieving excellence
- i. To deliver the funding and income generation strategy
- ii. To deliver the objectives in this business strategy over the three-year period, whilst retaining financial robustness
- iii. To deliver the value for money approach over the life of the business strategy
- i. To develop and deliver Environmental Sustainability strategy/action plan. In preparation for this we aim to:  
- make best possible use of available resources  
- conserve energy
- ii. Contribute towards reduction of the 'carbon footprint'

### **AIMS**

The aims are achieved through the following objectives:

- Providing one to one support, advocacy, and befriending
- Co-ordination of support services for women with complex needs
- Delivering training workshops to develop the skills, confidence, knowledge and understanding of women
- Having a skilled volunteer program to support the charities objectives
- Provide counselling
- Developing working relationships with policy makers
- Organising and participating in conferences and meetings that raise the profile and the understanding of issues
- Provision of Refuge accommodation

WAITS is responsive to the needs of women experiencing domestic abuse; by providing advocacy, support, accommodation and training, specialising in supporting BAME, Chinese women and women offenders.

### **The Role and Contribution of Volunteers**

Volunteers continue to play a vital role in enabling WAITS to meet our objectives. Volunteers provided essential support to enable WAITS to deliver services:

- WAITS Counselling services is provided by fully trained Volunteer Counsellors.
- Befriending volunteers recruited to provide to support WAITS projects.
- In WAITS head office volunteers provided support in administration, marketing & communication, social media and befriending.
- Friends of WAITS who supports W.A.I.T.S through Fundraising activities

### **Trustees**

WAITS Trustees have specific skills to deliver W.A.I.T.S strategy and to meet our objectives. Trustees have an array of skills for example Legal, Health & Social Care, Housing, Offending, Community Development and Business

WAITS continue to maintain its focus on the development of groups and individuals through social action to bring about social change by tackling issues of social exclusion, domestic abuse, single parenthood, offending and at risk of offending; supporting women in participating in local decision making and in all aspects of public life.

### **WAITS achieve its aims through the following projects:**

- **Community Integration project** - providing advocacy, floating support, employment support and counselling to women offenders and those at risk of offending or suffering domestic abuse. We are grateful to the support of the following funders that have enabled WAITS to deliver this work: **The Community Fund, Hendry Smith Charity and Lloyds Bank Foundation.**
- **Women Support and Development** - providing refuge accommodation, advocacy, support, befriending, personal development and counselling to women experiencing domestic abuse, signposting to legal support and to agencies in the public sector. We are grateful for the support of **MHCLG Heart of England, Lloyds Bank Foundation, Trusthouse Charitable Foundation and Nationwide, Tesco groundwork.**
- **Volunteering and Influencing project** - Supporting women into work, through employability skills workshops and work placements. Empowering women to participate in public forums, hold consultations and inform public policy and service provision. we are grateful for the support of **The Oak Foundation.**

### **COVID 19**

WAITS is extremely proud to have continued to deliver services to women throughout the pandemic and although face to face services have been suspended, WAITS have sustained regular contact by delivering services online with a virtual service. These unprecedented times have required innovative solutions and creative minds. The upsurge in Domestic Abuse cases in the West Midlands has been widely publicised, through specific swift response funding we have been able to open our fourth Domestic violence Refuge accommodation in Birmingham in September 2020 thanks to MHCLG to meet the growing need for safe accommodation for women fleeing Domestic Abuse.

With thanks to **Community grants, Birmingham City Council, Young Women's grants** to help WAITS clients through difficult period particular thanks to our local churches and food banks.

Special thanks to **Lloyds Bank Foundation, The National Community Fund** for Core costs, IT equipment and Volunteer costs the Covid19 emergency.

### **Partnership Working**

- WAITS has gained support from Lloyds Banking Group Ambassador, where bank staff provide Financial and budgeting workshops to clients
- WAITS is proud to be a member of the NWD network of Third sector organisations
- WAITS is a member of the Homelessness form
- WAITS CEO elected Chair of West Midlands Police IAG
- WAITS CEO Representing Third Sector, Birmingham Safeguarding Board
- Women Resource Centre, London, WRC- providing evidence for 2020 CEDAW Shadow report

### **Strategic Forums**

WAITS participate in the following local strategic forums and partnerships:

West Midlands Police Domestic Abuse IAG (Independent Advisory Group)

No Wrong Door Partnership

Birmingham Commonwealth Association

### **Organisation support and Development**

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the year ended 31 March 2021

Thorough awards and funding development WAITS has benefited from the following support

- Coaching and mentoring, provided through Lloyds Bank Enhance programme to WAITS CEO
- Strategic Planning - Ella Forum
- Charities Aid Foundation- Trustee Workshop
- Cranfield Trust - Board review and skills Audit

**Volunteers**

WAITS has expanding its volunteering program to include accessing volunteers to support the running of the Charity. Supporting Clients through Befriending as well as supporting clients with work placements.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable activities**

#### **Domestic Abuse Team**

Two full time staff (DA floating support and IDVA started Nov 2020) and one part time refuge worker started in October 2020 during this period.

Supported **170** Women fleeing Domestic Abuse and homeless to:

- Access accommodation, via council, social housing, shared accommodation
- Access accommodation in WAITS
- Access to legal support and injunctions
- Access mental health Support
- Support in accessing support services for them and their children
- Access Counselling

#### **Community Integration Project (CIP)**

One full time and two part time staff during this period.

Supporting **53** women offenders and those at risk of offending or Suffering domestic abuse to:

- Access accommodation, via council, social housing, shared accommodation and WAITS refuge
- Access to legal support and injunctions
- Access mental health Support
- Access Drugs and Alcohol support
- Support in accessing support services for them and their children
- Access Counselling
- Access accommodation, via council, social housing, shared accommodation and WAITS

Gave **570** women one off advice, support and signposting via telephone and email.

Provided counselling/mental health referrals to **21** women to overcome the emotional impact of their situation

#### **Volunteering and Influencing Project**

The Volunteering and Influencing project started in August 2020. During the Covid-19 Pandemic we have received over 200 hours of Volunteering at WAITS which includes befriending, donations, social media and deliveries to services users.

#### **Workshops and drop in sessions for clients**

Providing a holistic service to women experiencing domestic abuse is at the core of WAITS work, to complement our advocacy support to clients the following workshops were delivered:

During this reporting period a total of 51 workshops took place online in addition to 3 courses spanning 12 weeks, subjects including:

- Health - 6 workshops
- Employability - 1 workshop
- Education - 4 workshops
- Digital online - 6 workshops
- Mindfulness - 9 workshops
- Self-care/Beauty 5 workshops
- Finance 4 workshops
- Housing - 7 workshops
- Legal - 3 workshops
- Assertiveness - 1 workshops
- Arts and Crafts - 3 workshops
- Government/Parliament - 1 workshop
- Women's Rights - 1 workshop

We also facilitated 3 course providing basic training in Cooking, Sewing and Exercise. These courses were aimed at educating women to understand soft skills and explore interests during the Covid-19 lockdown.

We have been very appreciative that we have had some amazing facilitators during this time such as:

Birmingham City Council  
Duncan Lewis Solicitors

Women Acting in Today's Society  
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Report of the Trustees  
for the year ended 31 March 2021

Lloyds Banking Group  
Shebeasts  
Feed my creative CIC  
2muchpassion CIC  
Impact Factory  
WEA  
Fircroft College  
Parliament UK  
Stylebykate  
Isel

Due to Covid-19 Pandemic, we tailored our online workshops to focus on the presenting issues of isolation and food poverty. We limited our employability focussed workshops as many women were experiencing low mental wellbeing due to social isolation. We concentrated our workshops on mindfulness, crafts, and self-care. All 51 workshops with 61 attendees were a source of empowerment as the service users gained peer support, confidence and skills whilst learning. During the Covid-19 lockdown, WAITS have ensured that a large percentage of our targeted workshops have been able to take place via online in particular Refuge and Housing, Managing Emotion, Building confidence, debt management, legal advice/divorce, employment, training and volunteering, sexual health.

### **Volunteers**

Since the start of the Volunteer and Influencing Co-ordinator role in August 2020, we have increased the amount of volunteers at WAITS, growing from 5 to 25 volunteers which have been appointed in a number of different volunteering roles including Befriending within each of our core services, social media, administration and workshop assistants.

All Volunteers have received training online, learning about WAITS, Safeguarding and the details of their respective Volunteering role. Our highest increase within Volunteer has been our befriending service. Their role is to model healthy relationships and reduce social isolation.

We have also had two successful Volunteer Placements from BCU and St Giles Trust.

### **Influencing**

WAITS were approached by West Midlands Police (WMP) in August 2020 in response to the Black Lives Matter Movement and asked to provide a safe platform for Black Women to discuss their experiences when reporting to West Midlands Police about Domestic Abuse, Sexual Abuse, and local policing.

WAITS were able to conduct three online workshops attended and supported by 24 women across the West Midlands leading to the Black Women in Conversation with West Midlands Police Seminar held in November 2020. In attendance were three representatives from West Midlands Police, listening intently to our courageous participants who shared their personal experiences of trauma. Since taking part in the seminar, participants have been included in WMP training which has been used as part of both WMP Black Awareness week and training of new Police recruitment. The group have also attended a round table talk, with different representatives from the WMP, sharing experiences, answering questions and gaining mutual understanding and finally contributing to evidence-based reports such as Shadow report Convention on the Elimination of Discrimination against Women (CEDAW).

### **Empowering Women**

WAITS aims to empower women by developing their skills and confidence to raise issues of concern in their lives and participate in decision making structures.

WAITS e-news Bulletin supports the women sector and individual women with sector and policy news, report findings, job opportunities and access to public consultation.

WAITS Website - Provides women the opportunity to post personal stories and achievements, post blogs, receive information on WAITS activities and email WAITS for support and advice.

Women Acting in Today's Society  
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Report of the Trustees  
for the year ended 31 March 2021

## **FINANCIAL REVIEW**

### **Financial position**

The accounts for the year show total income of £425,920 and total expenditure of £329,835 giving net incoming resources of £96,085, including net outgoing resources of £61,238 which relate to un-restricted funds.

The Trustees have agreed a comprehensive five-year fundraising strategy and five year Business Plan which takes into account WAITS need to raise unrestricted core funds to enable WAITS to cover day to day running costs which are not met by current funding.

Reserve Policy Levels: The Trustees have reviewed the reserves of the charity and the nature of the anticipated income and expenditure. Account has been taken of the need to secure the continuous operation of WAITS given the uncertain future of funding streams and the fact that much of WAITS' current funding is for restricted purposes and time limited.

The Trustees have decided that to safeguard WAITS, reserves should be at least equivalent to 3 months unrestricted core running costs. General reserves at 31 March 2021 stood at £67,183 which is above this target.

The Trustees believe that this level is appropriate in view of the ongoing pressures of the Covid Pandemic and that it will reduce in future periods.

### **FUTURE PLANS**

The aims and objectives continue to be relevant and, at present, there are no plans to change these. Future activities will involve the following:

- **The Domestic Abuse Service** - supporting women who have experienced/are currently experiencing domestic abuse.
- **The Community Integration Project (CIP)** - supporting women who have offended in the past or who are at risk of offending/re-offending in the future.
- **Women's Refuge** - supporting women who are fleeing from, or who are facing homelessness due to, domestic violence
- **Volunteering** - WAITS volunteering program to include accessing volunteers to support the running of the Charity. Supporting Clients through befriending as well as supporting clients with work placements.

WAITS is working toward the future stability of the charity and has a 5-year Business Strategy in place involving services that can be traded to the public sector and the infrastructure to manage tenders and commissions from voluntary and public sectors.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by a Memorandum of Association dated 10th February 2012.

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

Trustees are appointed as necessary by the continuing Trustees.

### **Organisational structure**

Trustees meet bimonthly. A Chief Executive Officer is appointed to manage the day-to-day operations of the charity.

WAITS employ staff to achieve its aims and currently employs 8 staff members:

Chief Executive Officer

Operations Co-ordinator

Part time Finance Officer

One full time Senior Domestic Abuse Worker

Two full time Women's Support and Development Worker (Domestic Abuse)

One part time Refuge and Housing support worker

Two part time Transition Workers (Women Offenders)

One full time Resettlement worker (women Offenders)

### **Induction and training of new trustees**

New Trustees are introduced to the staff team as part of their induction and are invited to attend two Away Days held each year for planning and review purposes. They receive training and information on their responsibilities as Trustees and other organisational documentation e.g. operational and strategic plans and financial reports.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Risk management

A review of the potential risks takes place once a year at one of the Staff and Trustees Away Days. This enables Trustees to ensure that policies and procedures are in place to minimise any impact. The identified risks and responses are as follows.

RISK	MANAGEMENT	ACTION
WAITS fails to achieve objectives and targets outlined in business plan	Ensure monitoring of business & operational plan at Business Planning Sub-Group meetings and Trustee Board meetings	CEO and Trustees
	Gather information for evaluation and monitoring of WAITS services through WAITS outcomes and activities database	CEO, Operations Co-ordinator and Staff
	Carry out monthly staff supervisions to ensure staff targets are on schedule and monitor staff development programme	CEO, Operations Co-ordinator
	Ensure regular communication of issues or challenges at weekly staff meetings	Operations Co-ordinator
Inadequate revenue funding in the short, medium and long term	Fundraising strategy in place - monitored at Trustee Board meetings	CEO and Trustees
	Reserves Policy in place and monitored	CEO and Trustees
	Fundraiser in place	CEO and Trustees
Inadequate funding for the groups we are working with	Fundraising strategy in place developing partnerships and commissioning opportunities with public sector	CEO and Trustees
	Income Generation Strategy in place. Monitored by Trustees	CEO and Trustees
High staff turnover	Ensure ongoing communication with staff and management	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Secure funding in place	CEO and Trustees
WAITS workers unable to meet delivery of operational plan due to limited capacity	Staff development programme	Operations Co-ordinator
	Ensure regular progress checks with staff	CEO and Operations Co-ordinator
	Document supervisions and team meetings	Operations Co-ordinator
	Agree corrective action referring to the operational plan including possibility of existing or new resources taking on some of the work	CEO and Operations Co-ordinator

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

	Consider additional contingencies to deliver outputs at Board meeting	CEO and Trustees
	Ensure monitoring of outputs and outcomes and outcomes in operational plan at Business Planning sub-group meetings.	CEO and Trustees
	Additional monitoring of Business Planning Sub-Group carried out at Board Meetings	CEO and Trustees
WAITS unable to adequately monitor and evaluate need, outputs, outcomes and impact of world territorialism by other stakeholders, agencies and referral partners.	Ensure quality standards met PQASSO level 1 in place	CEO and Trustees
Lack of co-operation from other stakeholders, agencies and referral partners	Ensure good networks and communication systems with stakeholders, agencies and referral partners	CEO and Trustees

### **REFERENCE AND ADMINISTRATIVE DETAILS**

#### **Registered Company number**

07155976 (England and Wales)

#### **Registered Charity number**

1135026

#### **Registered office**

235 Dudley Road  
Winson Green  
Birmingham  
B18 4EJ

#### **Trustees**

K Bailey Director  
Mrs S Bateman Treasurer  
M L Cadogan Director  
D Labassiere Director  
D S Matharoo Chair (resigned 10.11.20)  
E M Braham Company Director  
B K Gill Company Director  
H Slater Legal Representative  
T L Swani Chief Executive Charitable Trust (appointed 21.7.20)

#### **Company Secretary**

Mrs M Lewinson

#### **Auditors**

Nicklin Audit Limited  
Chartered Accountants  
Statutory Auditors  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

Women Acting in Today's Society  
(W.A.I.T.S)

Report of the Trustees  
for the year ended 31 March 2021

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Bankers

Co-operative Bank  
118-120 Colmore Row  
Birmingham  
B3 3BA

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Women Acting in Today's Society (W.A.I.T.S) for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.


In so far as the trustees are aware:

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

#### AUDITORS

The auditors, Nicklin Audit Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 28th March 2022 and signed on its behalf by:

  
.....  
Trustee MRS S. BATEMAN

### **Opinion**

We have audited the financial statements of Women Acting in Today's Society (W.A.I.T.S) (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Our responsibilities for the audit of the financial statements**

We have been appointed as auditors under Section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identify and assess risks of material misstatement of the financial statements, whether due to fraud and error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry, control environment and business performance;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we have identified having reviewed the company's procedures for complying with laws and regulations and whether they were aware of any instances of non-compliance. The key laws and regulations we considered in this context included the Companies Act 2006.

As a result of these procedures we considered the opportunities that may exist within the organisation for fraud resulting in material misstatement in the financial statements. We considered that any such opportunities are mitigated by the fact that the company is under the close control of its directors.

Our procedures to arrive at this conclusion included the following:

- reviewing balance sheet control accounts to ensure properly reconciled;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring with management concerning actual and potential litigation claims.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of  
Women Acting in Today's Society  
(W.A.I.T.S)

**Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Nicklin Audit Limited

Nicklin Audit Limited  
Chartered Accountants  
Statutory Auditors  
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT

Date: ..... 28th March 2022

Women Acting in Today's Society  
(W.A.I.T.S)

Statement of Financial Activities  
for the year ended 31 March 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		17,922	357,761	375,683	316,019
<b>Charitable activities</b>					
Charitable activities		49,929	-	49,929	79,897
Other trading activities	2	284	-	284	497
Investment income	3	24	-	24	-
<b>Total</b>		<u>68,159</u>	<u>357,761</u>	<u>425,920</u>	<u>396,413</u>
<b>EXPENDITURE ON</b>					
Raising funds		23,749	-	23,749	27,836
<b>Charitable activities</b>					
Charitable activities		37,489	268,597	306,086	253,464
<b>Total</b>		<u>61,238</u>	<u>268,597</u>	<u>329,835</u>	<u>281,300</u>
<b>NET INCOME</b>		<u>6,921</u>	<u>89,164</u>	<u>96,085</u>	<u>115,113</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		66,302	105,448	171,750	56,637
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>73,223</u></u>	<u><u>194,612</u></u>	<u><u>267,835</u></u>	<u><u>171,750</u></u>

The notes form part of these financial statements

Women Acting in Today's Society  
(W.A.I.T.S)

Balance Sheet  
31 March 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	9	6,040	10,000	16,040	1,879
<b>CURRENT ASSETS</b>					
Debtors	10	7,810	43,489	51,299	29,901
Cash at bank and in hand		78,999	141,123	220,122	157,399
		86,809	184,612	271,421	187,300
<b>CREDITORS</b>					
Amounts falling due within one year	11	(19,626)	-	(19,626)	(17,429)
<b>NET CURRENT ASSETS</b>		67,183	184,612	251,795	169,871
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		73,223	194,612	267,835	171,750
<b>NET ASSETS</b>		73,223	194,612	267,835	171,750
<b>FUNDS</b>					
	12				
Unrestricted funds				73,223	66,302
Restricted funds				194,612	105,448
<b>TOTAL FUNDS</b>				267,835	171,750

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 29th March 2022 and were signed on its behalf by:

  
Trustee **MRS S. BATEMAN**

The notes form part of these financial statements

## 1. ACCOUNTING POLICIES

### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Computer equipment	- 25% on cost

### Taxation

The charity is exempt from corporation tax on its charitable activities.

### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### Limited by guarantee

The liability of members in the case of winding up is limited to £10 per member.

## 2. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Fundraising events	284	497

**3. INVESTMENT INCOME**

	2021	2020
	£	£
Deposit account interest	24	-
	<u>24</u>	<u>-</u>

**4. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	2,000	-
Depreciation - owned assets	5,672	2,019
	<u>7,672</u>	<u>2,019</u>

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**6. STAFF COSTS**

	2021	2020
	£	£
Wages and salaries	168,867	126,845
Social security costs	9,308	6,248
Other pension costs	4,204	3,037
	<u>182,379</u>	<u>136,130</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Staff	8	7
	<u>8</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	169,413	146,606	316,019
<b>Charitable activities</b>			
Charitable activities	79,897	-	79,897
Other trading activities	497	-	497
<b>Total</b>	<u>249,807</u>	<u>146,606</u>	<u>396,413</u>
<b>EXPENDITURE ON</b>			
Raising funds	27,836	-	27,836

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>Charitable activities</b>			
Charitable activities	156,010	97,454	253,464
<b>Total</b>	<u>183,846</u>	<u>97,454</u>	<u>281,300</u>
<b>NET INCOME</b>	65,961	49,152	115,113
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	341	56,296	56,637
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>66,302</u>	<u>105,448</u>	<u>171,750</u>

**8. DONATIONS**

	Unrestricted Funds	Restricted Funds	Total Funds 2021
<b>Donations</b>			
General donations	17,922	-	17,922
<b>Grants</b>			
Lloyds Bank Foundation	-	44,604	44,604
Big Lottery	-	117,612	117,612
Oak Foundation	-	81,989	81,989
Henry Smith	-	40,800	40,800
Nationwide	-	-	-
Trusthouse	-	26,000	26,000
MHCLG	-	36,756	36,756
Garfield Weston	-	10,000	10,000
	<u>17,922</u>	<u>357,761</u>	<u>375,683</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2020
<b>Donations</b>			
General donations	39,910	-	39,910
<b>Grants</b>			
Harborne Parish Lands	3,243	-	3,243
Lloyds Bank Foundation	33,000	-	33,000
Big Lottery	-	78,707	78,707
Nationwide	-	47,170	47,170
Oak Foundation	-	43,489	43,489
Henry Smith	-	40,600	40,600
Awards for All	9,900	-	9,900
Trusthouse	-	20,000	20,000
	<u>86,053</u>	<u>229,966</u>	<u>316,019</u>

**9. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2020	37,719	-	37,719
Additions	-	19,833	19,833
At 31 March 2021	<u>37,719</u>	<u>19,833</u>	<u>57,552</u>
<b>DEPRECIATION</b>			
At 1 April 2020	35,840	-	35,840
Charge for year	714	4,958	5,672
At 31 March 2021	<u>36,554</u>	<u>4,958</u>	<u>41,512</u>
<b>NET BOOK VALUE</b>			
At 31 March 2021	<u>1,165</u>	<u>14,875</u>	<u>16,040</u>
At 31 March 2020	<u>1,879</u>	<u>-</u>	<u>1,879</u>

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Prepayments	<u>51,299</u>	<u>29,901</u>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Trade creditors	7,862	8,717
Social security and other taxes	4,797	4,145
Net wages control	-	41
Other creditors	6,967	4,526
	<u>19,626</u>	<u>17,429</u>

**12. MOVEMENT IN FUNDS**

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	66,302	6,921	73,223
<b>Restricted funds</b>			
Restricted	105,448	89,164	194,612
<b>TOTAL FUNDS</b>	<u>171,750</u>	<u>96,085</u>	<u>267,835</u>

**12. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	68,159	(61,238)	6,921
<b>Restricted funds</b>			
Restricted	357,761	(268,597)	89,164
<b>TOTAL FUNDS</b>	<u>425,920</u>	<u>(329,835)</u>	<u>96,085</u>

**Comparatives for movement in funds**

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
<b>Unrestricted funds</b>			
General fund	341	65,961	66,302
<b>Restricted funds</b>			
Restricted	56,296	49,152	105,448
<b>TOTAL FUNDS</b>	<u>56,637</u>	<u>115,113</u>	<u>171,750</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	249,807	(183,846)	65,961
<b>Restricted funds</b>			
Restricted	146,606	(97,454)	49,152
<b>TOTAL FUNDS</b>	<u>396,413</u>	<u>(281,300)</u>	<u>115,113</u>

Details regarding the above movements in relation to 2021 are as shown below:

	Balance at 1.4.20 £	Income £	Expenditure £	Transfer £	Balance at 31.3.21 £
<b>General Fund:</b>	66,302	68,159	(61,238)	-	73,223
	<u>66,302</u>	<u>68,159</u>	<u>(61,238)</u>	<u>-</u>	<u>73,223</u>
<b>Restricted funds:</b>					
Henry Smith	20,131	40,800	(27,165)	-	33,766
Big Lottery	34,459	117,612	(99,015)	-	53,056
MHCLG	-	36,756	(18,955)	-	17,801

Women Acting in Today's Society  
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Notes to the Financial Statements - continued  
for the year ended 31 March 2021

**12. MOVEMENT IN FUNDS - continued**

Oak Foundation	25,667	81,989	(64,167)	-	43,489
Trusthouse	7,588	26,000	(2,791)	-	30,797
Other restricted funds	17,603	54,604	(56,504)	-	15,703
	<u>105,448</u>	<u>357,761</u>	<u>(268,597)</u>	<u>-</u>	<u>194,612</u>
<b>Total</b>	<u>171,750</u>	<u>425,920</u>	<u>(329,835)</u>	<u>-</u>	<u>267,835</u>

The nature and purpose of each of the major restricted funds is explained below.

**Henry Smith**

During 2018 the charity received income from The Henry Smith Charity towards a project providing resettlement services and activities for female ex-offenders and those at risk of offending in Birmingham.

**Big Lottery**

The charity received funding from the Big Lottery towards its Community Integration Project supporting women who have offended or who are at risk of offending.

**MHCLG**

The charity received funding from the Ministry of Housing, Communities and Local Government to contribute towards the costs of providing refuge accommodation and transition support for women fleeing domestic abuse.

**Oak Foundation**

The charity received income towards developing the participation of women in volunteering, decision-making and influencing.

**Trusthouse**

From April 2019 the charity received income to provide services supporting women who have experienced or are currently experiencing domestic abuse, and the purchase costs of hardware, software and IT support and maintenance to enable this.

**13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.

Women Acting in Today's Society  
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Detailed Statement of Financial Activities  
for the year ended 31 March 2021

	2021 £	2020 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	35,922	39,911
Grants	339,761	276,108
	<u>375,683</u>	<u>316,019</u>
<b>Other trading activities</b>		
Fundraising events	284	497
<b>Investment income</b>		
Deposit account interest	24	-
<b>Charitable activities</b>		
Sundry income from charitable activities	2,423	400
Rent and contribution for women`s refuge	47,506	79,497
	<u>49,929</u>	<u>79,897</u>
<b>Total incoming resources</b>	<b>425,920</b>	<b>396,413</b>
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Legal and professional	19,543	23,150
<b>Other trading activities</b>		
Purchases	1,028	-
Event costs	2,389	1,675
Advertising	789	3,011
	<u>4,206</u>	<u>4,686</u>
<b>Charitable activities</b>		
Wages	168,867	126,845
Social security	9,308	6,248
Pensions	4,204	3,037
Rates and water	6,526	5,861
Insurance	2,885	1,560
Light and heat	5,620	5,795
Telephone	7,874	3,950
Sundries	11,963	1,039
Rent	45,726	38,882
Repairs	4,010	5,957
Other property costs	291	314
Travel and subsistence	1,091	5,149
Legal and professional	10,036	25,081
Office costs	11,632	11,777
Training	8,381	9,950
Fixtures and fittings	714	2,019
Computer equipment	4,958	-
	<u>304,086</u>	<u>253,464</u>

This page does not form part of the statutory financial statements

Women Acting in Today's Society  
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Detailed Statement of Financial Activities  
for the year ended 31 March 2021

	2021 £	2020 £
<b>Support costs</b>		
<b>Governance costs</b>		
Auditors' remuneration	2,000	-
Total resources expended	<u>329,835</u>	<u>281,300</u>
<b>Net income</b>	<u>96,085</u>	<u>115,113</u>