

**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**

### **Contents of the Financial Statements for the Year Ended 31 March 2022**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 10
<b>Report of the Independent Auditors</b>	11 to 13
<b>Statement of Financial Activities</b>	14
<b>Balance Sheet</b>	15
<b>Notes to the Financial Statements</b>	16 to 23
<b>Detailed Statement of Financial Activities</b>	24 to 25

## **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:

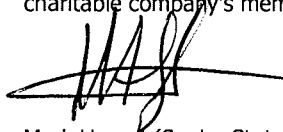
- reviewing balance sheet control accounts to ensure properly reconciled;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring with management concerning actual and potential litigation claims.

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



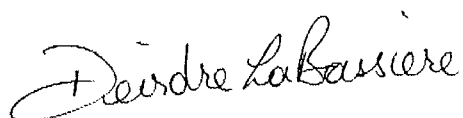
## Women Acting in Today's Society

### 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>	12				
Unrestricted funds				45,936	73,223
Restricted funds				<u>262,448</u>	<u>194,612</u>
<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

	2022	2021
	£	£
Deposit account interest	1,299	24

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

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

	2022	2021
	£	£
Auditors' remuneration	3,600	2,000
Depreciation - owned assets	5,859	5,672

#### 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

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

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

	2022	2021
Staff	7	8

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	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
<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

	Unrestricted Funds	Restricted Funds	Total Funds 2022
<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

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2021	37,719	19,833	57,552
Additions	-	756	756
At 31 March 2022	37,719	20,589	58,308
<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	37,265	10,106	47,371
<b>NET BOOK VALUE</b>			
At 31 March 2022	454	10,483	10,937
At 31 March 2021	1,165	14,875	16,040

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

	2022 £	2021 £
Other debtors	71,122	51,298

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

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

#### 12. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<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>	267,835	40,549	308,384

## 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:

	Incoming resources £	Resources expended £	Movement in funds £
<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

	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>

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	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:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
<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>	-	<u>262,448</u>
<b>Total</b>	<b>267,835</b>	<b>372,610</b>	<b>(332,061)</b>	<b>-</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/> 288,340	<hr/> 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/> 77,349	<hr/> 49,929
<b>Total incoming resources</b>	<hr/> 372,610	<hr/> 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/> 13,258	<hr/> 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/> 301,453	<hr/> 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>£</b>	<b>2021</b> <b>£</b>
<b>Support costs</b>		
<b>Governance costs</b>		
Auditors' remuneration	3,600	2,000
Total resources expended	332,061	329,835
<b>Net income</b>	40,549	96,085