

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

Chairman	Ms D LaBassiere
Chief Executive Officer	Mrs M Lewinson
Trustees	Mrs K Bailey Ms M L Cadogan Ms E M Braham Mrs H Salter Dr M Esho Ms S Mustafa D Singh Matharoo
Vice Chair	Mrs T L Swani
Treasurer	Mrs S Bateman
Charity Registration Number	1135026
Company Registration Number	07155976
Registered Office	The charity is incorporated in England and Wales. 3rd Floor Colmore Circus Colmore Circus Queensway Birmingham B4 6AR
Independent Examiner	Fruition Accountancy Limited Unit 4 Three Spires House Station Road Lichfield WS13 6HX
Bankers	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.
To undertake a self-assessment of our governance against our adopted Charity Governance Code (NCVO) |
| 5. Be financially strong and deliver value for money | 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 |
| 6. Be environmentally sustainable | 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

- 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 Midlands Police and Crime Commissioner Plan, working with West Midlands 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

	Funds b/fwd	Income	Expenditure	Transfers	Funds c/fwd
	01.04.24	2025	2025	2025	31.03.25
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:

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

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 £
Income and Endowments from:				
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>
Expenditure on:				
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
Reconciliation of funds				
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 £
Income and Endowments from:				
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>
Expenditure on:				
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>	<u>-</u>
Net movement in funds		(2,910)	(87,909)	(90,819)
Reconciliation of funds				
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 £
Fixed assets			
Tangible assets	14	-	189
Current assets			
Debtors	15	765	45,991
Cash at bank and in hand	16	216,787	132,876
		217,552	178,867
Creditors: Amounts falling due within one year	17	(17,050)	(19,158)
Net current assets		200,502	159,709
Net assets		200,502	159,898
Funds of the charity:			
Restricted income funds			
Restricted funds	18	127,024	48,423
Unrestricted income funds			
Unrestricted funds		73,478	111,475
Total funds	18	200,502	159,898

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 £
Cash flows from operating activities			
Net cash income/(expenditure)		40,604	(90,819)
Adjustments to cash flows from non-cash items			
Depreciation	7	189	5,147
Investment income	6	<u>(87)</u>	<u>(835)</u>
		40,706	(86,507)
Working capital adjustments			
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)
Cash flows from investing activities			
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:

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.

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

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

4 Income from charitable activities

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

5 Income from other trading activities

	Unrestricted funds General £	Total 2025 £
Events income;		
Other events income	13,511	13,511
	<u>13,511</u>	<u>13,511</u>
	Unrestricted funds General £	Total 2024 £
Events income;		
Other events income	12,336	12,336
	<u>12,336</u>	<u>12,336</u>

6 Investment income

	Unrestricted funds General £	Total 2025 £
Interest receivable and similar income;		
Interest receivable on bank deposits	87	87
	<u>87</u>	<u>87</u>
	Unrestricted funds General £	Total 2024 £
Interest receivable and similar income;		
Interest receivable on bank deposits	835	835
	<u>835</u>	<u>835</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

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

8 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £
Women support and development		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
		<u>203,889</u>	<u>340,572</u>	<u>544,461</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 2024 £
	Note			
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

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

Governance costs

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Independent examiner fees	2,200	2,200	2,400
Examination of the financial statements	2,200	2,200	2,400

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:

	2025 £	2024 £
Depreciation of fixed assets	189	5,147

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:

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

	2025 No	2024 No
Administration	12	9

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 £
Cost			
At 1 April 2024	37,719	20,589	58,308
At 31 March 2025	37,719	20,589	58,308
Depreciation			
At 1 April 2024	37,719	20,400	58,119
Charge for the year	-	189	189
At 31 March 2025	37,719	20,589	58,308
Net book value			
At 31 March 2025	-	-	-
At 31 March 2024	-	189	189

15 Debtors

	2025 £	2024 £
Trade debtors	-	1,100
Other debtors	765	44,891
	765	45,991

16 Cash and cash equivalents

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

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
	17,050	19,158

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

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
<i>General</i>				
Core unrestricted	111,475	180,344	(218,341)	73,478
Restricted funds				
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
Total restricted funds	<u>48,423</u>	<u>419,658</u>	<u>(341,057)</u>	<u>127,024</u>
Total funds	<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 £
Unrestricted funds					
<i>General</i>					
Core unrestricted	114,385	170,143	(207,443)	34,390	111,475
Restricted					
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
Total restricted funds	<u>136,332</u>	<u>169,295</u>	<u>(222,814)</u>	<u>(34,390)</u>	<u>48,423</u>
Total funds	<u><u>250,717</u></u>	<u><u>339,438</u></u>	<u><u>(430,257)</u></u>	<u><u>-</u></u>	<u><u>159,898</u></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	<u>(17,050)</u>	<u>-</u>	<u>(17,050)</u>
Total net assets	<u><u>73,478</u></u>	<u><u>127,024</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

	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)
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.