WOMENS WORK (DERBYSHIRE) LIMITED

England & Wales · Charity number 1135740

Details

Status	Registered
Legal form	Charitable company
Company number	07171357
Registered	2010-04-29
Register	View on the Charity Commission register

Contact

Address	The Convent 11 Bridge Gate Derby DE1 3AU
Phone	01332242525
Email	info@womens-work.org.uk
Website	www.womens-work.org.uk

Activities

Objects: To protect and preserve health, relieve financial hardship and advance education of women and families in Derbyshire (but without limitation to the area), particularly but not exclusively, by providing information, support, respite and utilising the relevant agencies and organisations in pursuit of their objects.

Activities: To protect and preserve health, relieve financial hardship and advance education (particularly but not exclusively relating to sexual health and substance abuse) of women and their families in Derbyshire (but without limitation to the area), particularly but not exclusively by providing information, support, respite and utilising the relevant agencies and organisation in pursuit of there objects.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

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Geography

- **Area of benefit:** DERBYSHIRE
- Derbyshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£996,034	£991,229	£429,412	32
2024-03-31	£992,097	£972,335	£424,607	31
2023-03-31	£783,635	£812,480	£404,845	28
2022-03-31	£851,560	£760,210	£433,690	26
2021-03-31	£729,341	£667,608	£342,340	23

Trustees

Name	Role	Appointed
Amanda Sawford	Chair	2023-11-07
Dr Hannah Degge		2025-11-11
Dr Lesley Halliday		2024-12-16
Fiona May		2026-04-28
Kulvinder Sangha		2026-04-28

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WOMENS WORK (DERBYSHIRE) LIMITED

England & Wales - Charity number 1135740

Accounts

WOMENS WORK (DERBYSHIRE) LTD

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2025

Charity Registration Number: 1135740
Company Number: 07171357

DERBY COMMUNITY ACCOUNTANCY SERVICE
Babington Lodge
128 Green Lane
Derby
DE11RY

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

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WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

The Executive Committee (Board of Trustees)

Elaine Hobson	Chair until June 2025
Amanda Sawford	Chair from July 2025
Marianne Connally	Vice Chair
Alison Rees-Jones	Treasurer
Carol Powell	Resigned 11th November 2024
Megan Graham	
Emma Cox	
Jacqueline Ingerson	Appointed 15th May 2024
Dr Lesley Halliday	Appointed 16th December 2024

Company Secretary Dionne Reid

Chief Executive Dionne Reid

Registered Office

The Convent
11 Bridge Gate
Derby
DE1 3AU

Independent examiner

Derby Community Accountancy Service
Babington Lodge
128 Green Lane
DE1 1RY

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

Introduction

The Trustees of Womens Work (Derbyshire) Ltd present their Annual Report and unaudited financial statements for the year ended 31 March 2025. The Trustees confirm that the report complies with the requirements of the Charities Act 2022.

Our mission is to provide women and their families with the essential skills and self-belief to move forward on their journey towards living an empowered life.

We provide trauma informed, holistic and person-centred support, improving access to other facilities and services, resulting in improved health and wellbeing and a healthier and happier lifestyle.

We meet our aims and objectives through a mixture of contracts, fund-raising events, sponsorships and income generating activities. The charity's values are embedded into everyday life via our policies and procedures, which articulate those behaviours that represent the culture within our organisation.

Our values

- **Non-Judgemental** – We provide non-judgemental support to women no matter what their circumstances are or the particular challenges they face. We recognise the full potential in every individual.

- **Inclusive** – Women of all ages and backgrounds may need help to overcome barriers towards a safe & healthy future. Our support is available to all women regardless of age, ethnicity and religion.

- **Reliable** – We never turn a woman in desperate need away and will signpost to other appropriate service providers for additional support if we cannot provide the help she needs.

- **Professional** – We are accountable and transparent about the outcomes of our programmes and impact of investments from funders and supporters.

- **Creative** – We pioneer approaches and are open to developing partnerships that will enable us to enhance the lives of more women who could benefit from our support across Derbyshire.

- **Holistic** – We support the whole person – not just one issue – assessing each service user's needs and life goals. We work with them and their families for as long as they need our support.

Interventions & Services Provided Across Our Projects

- **The Freedom Programme**: Therapeutic support for domestic abuse victims through a 12 week course.
- **Check in & Chat:** Informal telephone support.
- **Life Skills Programme**: Improving self-esteem, resilience and communication skills.
- **Family Contact Centre**: A safe space for separated families to have child contact.
- **Calm Your Mind and Calm, Relax & Recover**: Exploration of techniques to promote emotional wellbeing.
- **Counselling Service:** Talking therapy managed by our qualified Psychotherapists.
- **Heart of Parenting Programme**: Informative sessions to improve parenting skills.
- **Family Support Group:** Safe spaces for mums and their children to socialise and receive SEN support.
- **Own My Life:** A future focused programme that helps women who have experienced abuse to regain ownership of their lives.
- **Teen Links:** Informative sessions for teens to learn about essential life topics as well as School and College educational visits.
- **One to One and Key Working**: Providing support to individuals who are in crisis.
- **Social Inclusion Groups**: A place for women to connect, socialise and take part in activities to reduce isolation.
- **Healthy Emotions Programme:** Explores emotional health and promotes positive behaviours to improve mental health.
- **Sign Posting:** Referrals to specialist agencies.
- **Emergency Food & Toiletry Parcels**
- **Sexual Health Screening**
- **Healthy Relationships Programme:** Explores the definitions of healthy and unhealthy relationships.
- **Prison In-reach and Outreach Support**
- **The Heart Programme:** An introduction into life topics such as resilience and boundaries, ideal for new service users.

- **Working with Trauma:** Training delivered by our staff, to professionals and partner agencies.
- **Grief Therapy Group:** A safe space to talk about all kinds of loss and practical support to process grief.
- **Virtual Change Programme**: Building resilience, setting boundaries and communication skills.
- **Virtual Freedom Programme Delivery**: Online domestic abuse support programme.
- **Future Me:** Focussing on the next step in the journey, building confidence and connecting women with training or volunteering opportunities.
- **Volunteer & Peer Mentor Development Programme:** Peer support, from women who have lived experience of our services.

The Chair of the Board of Trustees

I feel very honoured to be the Chair of this fantastic charity and I would first like to thank all my fellow Board members for all their hard work and commitment to their roles. I would also like to personally thank all the staff, volunteers, peer mentors and all the charity's supporters for their efforts and commitment, it is so much appreciated.

Many thanks to everyone who has come to the charity for help or assistance and for trusting us to be part of their journey forward.

Economic problems, and the increasing demands for all of our services mean we have to be flexible in the delivery of our main services and mindful of the challenges facing applications for future funding and the ever-increasing financial cost of delivering our services.

Despite all of the many challenges ahead, we continue to grow and develop to meet the needs of those who come to us for help.

With our committed team and the support of a strong and committed board, the fantastic work of this fabulous organisation continues and I believe the future is positive, bright and very hopeful.

Thank you to all our funders, donors, supporters, ambassadors, volunteers, advisors, peer mentors, staff and fellow trustees for their on-going commitment to making a positive difference for those in need of our help.

Elaine Hobson
Chair of Trustees

TRUSTEES ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

CEO Report
The Way Forward

In our 22nd year Women's Work continues to be recognised as a significant and well-established corner stone agency of the local community, achieving positive outcomes and life changes for many women. The charity helped 1280 women, 191 teenagers on the Teen Link programme and 154 children in the child contact centre.

The growth that the agency has experienced will continue to present a different set of challenges. Our operations are complex and particularly with the establishment of our child contact centre, we have come face to face with the issues that many men and fathers face, when managing family separation and breakdown: realising there is little out there in the way of support. This is something our sister charity WW Plus will explore further, in the coming year.

It has been a year of change and growth for key members of the Management Team and the new operations manager, who is now well-embedded into this structure freeing up the CEO to move further away from the day to day operations within the charity. But we are very aware of the challenges we will likely face around sustaining the growth we have experienced over the past few years, enabling us to support more women and families in the Women's Work way.

It is essential that we continue to raise awareness, to build new partnerships and strengthen existing knowledge, sharing and seeking out opportunities to further enhance the sustainability, quality of services, learning and the significance of the Charity. We will also seek out ways to ensure we are aligned to a wider green agenda, which is a challenge in the service sector and when housed in a listed building.

If I were to choose words to summarise the last year, it would be unprecedented change as we have never experienced before. The resilience of the agency established over the past two decades ensured Women's Work was able to adapt and adjust with ease and will continue to strive into the next few decades whatever challenges it is faced with.

Thanks go to all the staff particularly the Senior Management Team, the Volunteers including the Trustees, the Sisters of Mercy, our Funders, Supporters, our Ambassadors and all the people that benefit from our services.

I must also say a huge thank you to JP John-Charles Tanner, who nominated me for a Black Achiever's Award. I was delighted to receive the winners Award for Social Care.

Today in 2025 Women's Work continues to play a significant role in the health and wellbeing of women living in Derbyshire. I am very proud of our achievements to date and hope with the ongoing growing support from the community, we will continue achieving good outcomes for the wider community.

Review of Key Activities

Women's Work Heart (WWH)
The Women's Work Heart Project (WWH) was established in response to the significant and growing demand for both emotional and practical support tailored to women and their families. The primary mission of the WWH Project is to empower women right from the start, addressing the various issues and barriers that adversely affect their lives. Through the project, women receive a variety of holistic approaches and interventions, designed to improve emotional well-being, strengthen resilience, and foster a sense of belonging and social inclusion within the community. The project worked with 926 women and 191 teenagers during the year. This project is mainly funded by the Lottery Fund.

Freedom Programme: The Freedom Programme is designed to support attendees in recognising and understanding the signs of domestic abuse, and addresses the reality of being in an abusive relationship. In response to the high demand and the individual needs of our service users, we expanded the delivery of the Freedom Programme in January 2025. We now offer three face-to-face sessions each week and one virtual session. This year Women's Work facilitated an impressive total of 232 sessions of the Freedom Programme, reaching 265 individual women.

Feedback

- *'Supportive and well mannered. Everyone respects each other and understands everyone's opinions etc. Makes you realise you aren't alone'*
- *'The facilitator has been remarkable and has taught me so much. I enjoy the sessions and want to do it again'*
- *'Welcoming and supportive environment where I was able to relax and feel comfortable taking part. It has been a big help, and I would highly recommend it.'*

Outreach support: For over 20 years, our outreach team has provided a non-judgmental service to help individuals with various challenges, including sexual health issues, domestic abuse, homelessness, childhood trauma, poverty, and alcohol and substance misuse. The outreach support team has demonstrated effectiveness in delivering services throughout Derby City Centre. During their interactions, the team offers comprehensive advice and crisis interventions tailored to the unique needs of each individual. They ensure the women receive essential items, such as suitable clothing, toiletries and food. To date, the team has made a total of 409 contacts with vulnerable women, underscoring their commitment to making a meaningful impact in the community and ensuring essential support is available to those who need it most.

Sexual Health: We recognised the growing need for support in sexual health and women's wellbeing. To address this, we work with NHS sexual health practitioners to enhance individual wellbeing. Our model focuses on discussions about women's health issues, such as, menopause and cervical screening, and we integrate these topics into initial assessments and programmes.

Teen Links Training: Research shows that early intervention dramatically enhances the outcomes for children and young people. The WWH Heart Project has successfully implemented interventions for individuals aged 16 to 19. Our workshops tackle essential topics, including mental health and well-being, social media safety, body image, drugs and alcohol, healthy relationships, consent, and sexual health. A total of 191 students have participated in these sessions, and the feedback has been overwhelmingly positive.

Feedback

- *"It is okay to say no and choose yourself."*
- *"I think sharing real life experiences gave me an in depth understanding about what can happen to us online and how to prevent it."*
- *"To always be confident know what you want and never doubt yourself."*

Open Access Groups: Our informal groups have proven to be very successful, attracting a substantial number of women to each session. These groups were established based on valuable feedback from service users, highlighting the need for opportunities that allow them to connect without revisiting past traumas. In July 2024, we initiated a weekly coffee and craft session, aimed at fostering creativity and connection within our community. It offers a constructive opportunity for individuals to engage in art, providing a refreshing break from the pressures of everyday life. We launched a cooking group in November 2024, funded by the Co-op. This initiative is designed to empower women to develop independent living abilities and deepen their understanding of healthy eating. We have established a welcoming environment for our drop-in sessions. Each session includes a rotating roster of professionals who provide essential services. Women have access to legal advice, yoga, women's health information, and benefits support. Women learn valuable techniques to effectively manage anxiety and stress, enabling them to navigate life's challenges with confidence and resilience.

Feedback

- *'I really enjoyed the sessions, the group was wonderful. The staff were wonderful and the food delicious'*
- *'Women's Work is wonderful!! A fantastic support'*
- *"I don't actually know what I would have done these past few months if it wasn't for the wonderful ladies at Women's Work. Their support, shared stories and strength inspired me to get myself back on my feet during one of the darkest times of my life. I feel blessed to have come across this place - you guys should be proud of what you do and I cannot thank you all enough."*

Future me: Recognising that some women needed support to progress to the next stage of their journey, in March 2024 we introduced Future Me. This programme includes two sessions to help women build self-reflection skills and learn about job opportunities. They take practical steps, like completing career assessments or writing resumes. They also have the opportunity to connect with organisations in Derby that offer support, such as courses, qualifications, and job placements.

TURN AROUND PROJECT

The TAP Project, has supported women in the criminal justice system to change behaviour and reduce reoffending since 2010.

Background to Project

Women's Work's Turn Around Project known as Commissioned Rehabilitative Services (CRS) funded by The Ministry of Justice, began delivery on 26th June 2021. The delivery team take a trauma informed and holistic approach, working in partnership with His Majesty's Prison and Probation Service (HMPPS) with an aim to address criminogenic need, offering an alternative to custody and breaking the cycle of re-offending for females in contact with the criminal justice system who reside in Derby or Derbyshire.

Review of key activities

During Contract Year 4 (CY4), **343** referrals were received from Derby, Chesterfield, Buxton and Swadlincote Probation Sites, and His Majesty's Prisons; Foston Hall and Drake Hall. Taking a flexible and person-centred approach to all that we do; we have continued to adapt our delivery model to meet the needs of each unique service user and the ever-changing Prison and Probation Service; achieving amazing outcomes, building positive relationships and increasing 3-way meetings with probation and the women. **354** women offenders successfully engaged with our services. Working together with external agencies and partners has been an integral part of CY4 for the Turn Around Project. Existing partnerships have been nurtured and reinforced whilst new partnerships have been built and developed.

Summary of project achievement's

For the fourth year running the Turn Around Project team have successfully achieved a quarterly RAG-rating of GREEN for both contractual targets; Service Levels 1 & 2. This means that since the Service Performance Targets went live in 2021, Women's Work have consistently achieved a GREEN RAG rating, upholding our 'above and beyond' high standards and exceptional reputation.

Feedback

- *"Staff were very knowledgeable and approachable. Course is very informative and the other women are very respectful of each other. High recommend"*
- *"Great, informational sessions. Appreciate the empathic coordinators and have learnt a lot from group discussions"*
- *"Very good and informative. Lovely environment and very supportive tutors. Really enjoyed the course"*
- *"A big thank you to all the ladies at Women's Work, all of you are fantastic and have helped and supported me so well these past few months and certainly made a positive impact on my life. You ladies go above and beyond it just being a job and being very professional but genuinely care."*
- *"I was so frightened when I first came to Women's Work and anxious, I was in a very dark place and had no family or safety net to support me, but as soon as I walked through the door I was made to feel safe and secure so thank you to you all."*

Counselling Service

The Counselling Service offers additional support to women who are accessing the main support programmes of the charity. At their request they are referred by their project worker and each referral is picked up by the counselling co-ordinator to contact, assess and allocate as necessary. Client and therapist together decide on session numbers up to a possible thirty, with sessions booked six at a time upon reviewing progress. We also receive referrals from Derby City Council to work with women with complex needs such as addiction and homelessness.

There are currently three employed counsellors and five volunteers. There are a variety of modalities used within the team, cognitive behaviour therapy (CBT), person centred therapy (PCT), psychodynamic, integrative and transactional analysis. We also run a weekly Grief and Loss group. It provides space for women to process loss and bereavement in a safe group environment. There are focussed grief exercises, readings, mindfulness, discussion and sharing experiences, helping women normalise and share their feelings around loss.

We see women dealing with the effects of abuse and domestic violence, childhood trauma and poverty. There may have been generations of trauma within their family. Some of our women have long and complex histories of chronic conditions, disabilities and neurodivergence, all of which take a huge toll on their wellbeing.

In total 1,088 hours of therapy have been completed this year and the service received 140 referrals.

Feedback

- *"I can't express how grateful I am to Women's Work for counselling and also all the brilliant support you provide. Thanks to the counsellor, who was warm, wonderful, kind and helpful. The counselling was definitely beneficial and has added lots to the strategies I use to stay safe and mostly well. D"*

- *"The counsellor has been amazing and I'll be sad to not have weekly sessions with her anymore. She's taught me not to be so hard on myself and made me realise I make things worse than they are in my head. I've gained perspective and have dealt with a lot of things I didn't even think bothered me. Amazing service – lovely lady. K"*

- *"I just wanted to say a massive thank you for everything! I have learned so much and come so far over the weeks we spent together. I am so thankful for you and how at ease you made me feel. I struggle to trust but you were patient and compassionate with me. Thank you for everything, L"*

The Link Work Family Contact Centre

The contact centre provides a safe and neutral space for children living in separated families to meet with their non-resident parent or other family members. The contact centre provides both supported and supervised contact sessions and also a handover service that enables child/ren to transfer to each parent separately. The centre is open 6 days a week and provides a flexible service for families. The contact centre supported 154 children and 112 families over the last year.

The primary focus of the work carried out is based around the welfare of the children. It is run by a team of fully trained Women's Work staff who work independently from the courts, social services or any statutory agency. You might need to use the Link Work contact centre, if you and your former partner no longer wish to see each other, if you cannot agree on times and venues for contact to take place or the court may have issued a court order directing contact to take place at a centre.

Improving Child and Family Arrangements

(ICFA) is the name of the service designed by CAFCASS to help families agree safe, beneficial, and sustainable 'spending time with' arrangements when they are finding it difficult to do so on their own. The Proposed Work Plan (PWP) is compiled by Women's Work staff who work collaboratively with Family Court Advisors (FCA), parent/carers and child/ren to agree the PWP. This outlines the proposed planned work which aims to meet the intended outcomes noted within the ICFA referral form.

Feedback

- *"The ambience is great, it's comfy and relaxing. Also, great games around. The facilities are awesome as well."*
- *"Thank you for all your help and support, the centre has been amazing".*
- *"Staff very friendly and easy to talk to."*
- *"Welcoming and reassuring staff, dates planned well in advance"*
- *"Excellent staff and facility. Thank you so much"*
- *"It's a long process to get here, but once you're here the staff and facilities provide an excellent service."*
- *"Emails and telephone calls made everything clear."*
- *"Very understanding and empathic, Good place to come, made to feel welcomed and relaxed."*
- *"I would just like to thank the Women's Work team for providing amazing support for my daughter and myself. Thank you."*
- *"Only had four contact sessions, but have come so far."*

Volunteers and Peer Mentors

Volunteers and peer mentors remain a cornerstone of the Women's Work service delivery model. They contribute by preparing food and toiletry parcels, by helping with office administration, supporting with fundraising and assisting with the facilitation of group delivery. The current group of volunteers possess a broad array of transferable skills and competencies. Their help and support is invaluable.

Our Peer Mentors are the foundation of our community, marked by outstanding attendance and positive interactions with others. Women's Work deliberately fosters an environment that encourages continuous personal growth, by promoting the ongoing engagement with our interventions while simultaneously supporting their peers in sessions. Through increasing confidence and self-esteem, our objective is to facilitate their progression into further training, employment, or educational opportunities.

Feedback

- *"As a volunteer at Women's Work, I've met so many inspiring women and really enjoyed seeing them grow in confidence and support one another as they progress along the various programs and take control of their lives and relationships. On every shift I have fun and learn something new, and I enjoy chatting with my fellow volunteers and helping make a difference to the lives of local women and their families."*

- *"It was so important to me to get involved with Women's Work because it's such an important part to so many service users lives. The things these women go through can happen to anyone and it's so important to be able to help them in any way possible in a kind, non- judgemental manner. The programmes offered here are brilliant and I have even found myself taking away some of my own hints and tips from sessions I've been in! The staff here are so lovely and committed too."*

- *"I've always wanted to do more to support other women, and in particular those experiencing domestic violence and those who faced intersecting forms of oppression like the LGBT community. I started volunteering at Women's Work in January (2024), supporting the Heart Programme, which helps women develop their*

self-esteem, break unhealthy patterns, and rediscover their own voice. You can see how their confidence and self-worth grows week on week with each session. Women's Work is such an incredibly supportive space, with the most passionate and caring staff, and the women who attend and share their stories are incredibly inspirational. I'm so happy to be involved in building a safe community for women that allows them to express themselves in a safe, supportive environment."

1157 Volunteer Hours have been contributed from 1st April 2024 to 31st March 2025 and 478 Peer Mentor Hours.

Thank you to our wonderful team of volunteers and Peer Mentors

The Difference We Make

- 1,625 Individuals were supported by Women's Work from April 2024 to March 2025.
- 1,140 women were referred in to Women's Work to access support during the 12 month period.
- In total, 1,280 women were engaged in our services over the course of the year.
- 222 women engaged in the domestic violence Freedom Programme.
- 16 women improved their parenting skills, completing the Heart of Parenting Programme.
- 49 women engaged in the Healthy Relationships programme, identifying differences between healthy and unhealthy relationships.
- 57 women have attended the Life Skills programme, improving their self-esteem, building resilience to manage negative influences and enforcing their personal boundaries.
- 778 women were supported to improve their Confidence, Self Esteem & Emotional Wellbeing.
- 349 women were supported with Finance, Benefit & Debt Issues.
- 740 women were supported with Domestic Abuse & Rape.
- 926 women were supported and reported improvement in their Mental Health Issues.
- 593 women were supported to improve Family and Relationship Issues.
- 314 women were supported with Accommodation Issues.
- 112 separated families were reconnected through our Child Contact Centre.
- 154 children were able to use our Contact Centre to spend time with loved ones in a safe, neutral environment.
- 87 women attended counselling sessions.
- 1,088 counselling sessions were attended.
- 157 food parcels were distributed to women in need.
- 33 toiletry parcels were distributed to women in need.
- 59 Sexual Health Screening Kits were distributed.
- 626 women were supported to improve their sexual health.
- 58 women were signposted to their GP or local sexual health clinic to receive further support for their sexual health

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

Thank you to all our partners, supporters and donors, who make our work possible and our service delivery partners, who enhance our work. Individual and group donations are increasing yearly and we give special thanks to all those involved in fundraising activities. Thank you to all our funders for believing in the work we do, and making it possible. A special thanks go to the Institute of our Lady of Mercy for accommodating us in their wonderful Convent in Bridge Gate.

Our Funders

29th May Charitable Trust
Bernard Sunley Foundation
CAFCASS
Charles Hayward Foundation
Derby City Council
Derbys. Comm Health Services
Garfield Weston Foundation
Henry Smith Charity
JD Foundation
Ministry of Justice
NACCC/MOJ
National Lottery Community Fund
Police & Crime Commissioner
The Clothworker's Foundation
Trusthouse Charitable Foundation

Our Partners

Adult Social Care
Barefoot Coaching
Children's Links
Community Action Derby
Dept. of Work & Pensions
Derby City Council
Derby City Mission
Derby College
Derby Homes
Derbys. Comm. Health Services
Derbyshire Constabulary
Family Law Group
HM Prison & Probation Service
HMP Foston Hall
HMP Drake Hall
Hope Centre Derby
Institute of Our Lady of Mercy
King's Trust Derby
Learning Curve Group
Padley Centre
Peak Money
Places for People
St. Andrews House

Our Donors

Beauty Banks
Body Shop Derby
Co-op Community Fund
Costco Derby
Derby Food for Thought Alliance
Elmleigh & ECA Members Summer Ball
Graham Penny
Hygiene Bank
Integral MEP Limited
Juniper Training
Littleover Ladies
Morrisons
Rolls Royce
Soroptimist Int. of Derby
Stran HR Consultancy
TK Max
Women's Institutes of Darley, Longford, Sherwin Street, Shottlegate, West Hallam and Yew Tree
'1 in a million' Donors
Everyone who took part in the Derby 10K
Everyone who generously gifted to us

Case Study

I first attended Women's Work in September 2022 when I was in the depths of despair with my Eating Disorder. I was shaking and couldn't even lift my head up to speak to anyone. I decided that I wasn't well enough to attend anymore groups and I left.

After 2 years of struggling and being admitted to hospital twice I decided I was ready to try again so I was referred back to Women's Work as deep down I felt that I could turn my life around and if anyone could help me Women's Work could.

I received a phone call from a project worker and we met up and talked about the groups and my trauma. She was lovely and she filled me with hope and we arranged plans for me to join several groups to help build my confidence. At this point I was still extremely nervous.

I started going to the drop-in session and quickly made friends. I soon began to realise that I wasn't alone. I looked around the room and I could see that everyone had their own story to tell. I was no longer that scared person. I finally started talking to other service users and I felt a sense of belonging where I was. I then attended Life Skills & Healthy Relationships. These groups really changed my life. My outlook became completely different. I had spent far too much time beating myself up and I recognised through these groups that my life was worth living and I was never going to be that person with that voice telling me I couldn't eat anything and I was worthless.

A few weeks later and my confidence level had risen even more. I started to drive to Women's Work and became more independent. I applied to become a volunteer at the Good Neighbourhood Scheme with Community Action.

I continued working my way through the courses at Women's Work, gaining more and more skills and confidence and then my project worker suggested I should apply to become a Peer Mentor. I was really shocked but I thought yes why not! Two weeks later I was interviewed and they thought I would be perfect for the role.

I am passionate about helping other people and I want to change lives for the better. I never want to go as far down as I did ever again and if I can help just one person in any of the groups I peer mentor then I am happy. As well as gaining Life Skills I have also done some online courses to help me learn and have a better understanding of mental health problems and I've gained a Certificate in First Aid Mental Health. These have also helped me understand my own personal problems too.

I'm so pleased I found Women's Work as they have changed my life. I mentor in the drop-in group, the Freedom Programme, cookery, Healthy Emotions & the Coffee and Craft group I will be forever grateful to Women's Work for picking me up when I felt I had lost everything. I am now actively looking for a job in mental health services as I would love to be able to do this for a living and I feel that I am ready to take the next step.

My famous line is, " I'm Facing My Fears and Doing It Anyway"

TRUSTEES ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

Financial Review

Women's Work continues to be funded by a mixture of contracts, grants, trust funding and fund-raising activities. To support this income, we endeavour to generate our own income to be able to spend on the charity's projects or to increase our Reserves.

This year the Child Contact Centre continued to be busy and over the past year the income totalled £77,158. This was split between private child contact work of £64,090 and the ICFA (Improving Child & Family Arrangements) service income of £13,068.

Women's Work received unrestricted income of £125,242 this year. This was partly due to the Child Contact Centre, but we also received unrestricted contract income from Derbyshire Community NHS Trust and donations valuing £38,793. Restricted income in 2024-2025 reduced slightly to £870,792 as two grants finished just before the year-end.

Expenditure rose by £18,894 to £991,229, partly due to an additional project worker. We had increased running costs due to Cyber Essential and IASME compliance costs and additional maintenance costs for the building. Project resources and training expenditure stayed at the same level as last year. Our energy spend reduced by £18,427 as we negotiated a new contract in January 2024, reducing the energy costs considerably. Women's Work continues to closely manage all expenditure in order to offset any cost increases, either due to contractual requirements or inflation levels.

At the end of March 2025 Restricted Funds were £97,077 of which £46,325 related to fixed assets. The Unrestricted Fund balance was £332,335 at the end of the year. This was made up by the Designated Property Reserve £58,286 and the General Fund of £274,049. Fixed assets represented £71,834 of the total Unrestricted Fund balance giving Women's Work General Free Reserves of £260,501.

Reserves Policy

The charity has a reserves policy which aims to hold three months running costs in reserves. Women's Work will work towards increasing our reserves to at least four months running costs. It is essential that the charity maintains a good level of reserves so we can continue to fulfil our objectives in supporting our service users and delivering our workshops and projects.

Risk Management Policy

The trustees have reviewed the major and financial risks that impact on the work of the charity. The systems that have been established, enable the trustees to review and take the necessary steps to lessen these risks.

INDEPENDENT EXAMINER

Kevin Parkinson FCA was appointed independent examiner in the year.

Kevin Parkinson FCA will continue in office as independent examiner for the ensuing year.

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions for small companies under section 477 of the Companies Act 2006.

Registered Office:

The Convent
11 Bridge Gate
Derby
DE1 3AU

Signed on behalf of the trustees:

Amanda Sawford
Chair

Approved by the Trustees on **30th September 2025**

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
YEAR ENDED 31 MARCH 2025

Independent examiner's report to the Trustees of Womens Work (Derbyshire) Ltd
I report on the accounts of the company for the year ended 31 March 2025 which are set out on pages 17 to 30.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Since the Company's gross income exceeded £250,000 the 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 Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement
My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirement

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K Parkinson

Kevin Parkinson FCA
Derby Community Accountancy Service
128 Green Lane, Derby DE1 1RY

Date 30/9/2025

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 March 2025 £	Total Funds Year to 31 March 2024 £
Income from:					
Donations	3	**38,793**	**-**	**38,793**	27,285
Charitable activities	4	**76,412**	**870,792**	**947,204**	951,865
Other income	5	**2,190**	**-**	**2,190**	6,416
Investment income	6	**7,847**	**-**	**7,847**	6,531
Total incoming resources		**125,242**	**870,792**	**996,034**	992,097
Expenditure on:					
Raising funds		**-**	**-**	**-**	-
Charitable activities	7	**128,578**	**862,651**	**991,229**	972,335
Total expenditure		**128,578**	**862,651**	**991,229**	972,335
Net (expenditure) income		**(3,336)**	**8,141**	**4,805**	19,762
Transfer between funds		**-**	**-**	**-**	-
Net movement in funds		**(3,336)**	**8,141**	**4,805**	19,762
Fund balances at 1 April 2024		**335,671**	**88,936**	**424,607**	404,845
Fund balances at 31 March 2025		**332,335**	**97,077**	**429,412**	424,607

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 20 to 30 form part of these financial statements.

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

BALANCE SHEET
YEAR ENDED 31 MARCH 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	11		118,159		142,804
Current assets					
Stocks		451		532	
Debtors	12	58,987		57,703	
Cash at bank and in hand		332,797		429,100	
		392,235		487,335	
Creditors: amounts falling due within one year	13	80,982		205,532	
Net current assets			311,253		281,803
Total assets less current liabilities			429,412		424,607
Net assets			429,412		424,607
Funds					
Restricted	14		97,077		88,936
Designated Property Reserve	14	58,286		72,039	
Unrestricted Funds – General Reserve	14	274,049		263,632	
			332,335		335,671
TOTAL FUNDS			429,412		424,607

For the year ended 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

(i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and

(ii) 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 for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue on and are signed on **30th September 2025** their behalf by:

Amanda Sawford
Chair of Trustees
Company Registration Number: 07171357

The notes on pages 20 to 30 form part of these financial statements.

WOMENS WORK (DERBYSHIRE) LTD
COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOW
AT 31 MARCH 2025

		2025		2024	
Cash (outflows/inflows from operating activities	**Note**	**£**	**£**	**£**	**£**
Cash generated from operations	17		**(102,262)**		79,895
Investing activities					
Purchase of fixtures & fittings		**(1,888)**		(42,970)	
Interest received		**7,847**		6,531	
Net cash provided by investing activities			**5,959**		(36,439)
Net (decrease)increase in cash and cash equivalents			**(96,303)**		43,456
Cash and cash equivalents at beginning of year			**429,100**		385,644
Cash and cash equivalents at end of year			**332,797**		**429,100**
Cash at bank and in hand			**332,797**		429,100
Net cash and cash equivalents			**332,797**		**429,100**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information
Womens Work Derbyshire is a company limited by guarantee not having share capital. The company's registered office is The Convent, 11 Bridge Gate, Derby, DE1 3AU. At the end of the year there were 8 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the company Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Building Renovations	10%
Fixtures & Fittings	20%
Equipment	25%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Donations

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2025	Total Funds Year ended 31 March 2024
	£	£	£	£
Institute of Our Lady of Mercy	**20,000**	-	**20,000**	-
Integral MEP Ltd	**4,000**	-	**4,000**	5,000
Co-op	**2,261**	-	**2,261**	1,169
ECA Summer Ball	**1,795**	-	**1,795**	1,750
Stran HR Consultancy	**1,025**	-	**1,025**	1,600
Rolls Royce Quizwell	**2,749**	-	**2,749**	-
Soroptomists of Derby	**966**	-	**966**	-
Derbys. Community Male Voice Choir	-	-	**0**	2,800
Sir John Eastwood Foundation	-	-	**0**	2,000
Pennine Healthcare	-	-	**0**	992
Sundry Donations	**5,997**	-	**5,997**	11,974
	38,793	-	**38,793**	27,285

4. Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2025	Total Funds Year ended 31 March 2024
	£	£	£	£
29th May Charitable Trust	-	5,000	5,000	5,000
CAFCASS	-	13,068	13,068	16,470
Charles Hayward	-	18,750	18,750	25,000
Child Contact Centre	64,090	-	64,090	56,812
Derby City Council	-	40,000	40,000	40,000
Derby City Council/Derby Homes	-	-	-	59,437
Derbys Comm NHS Trust	12,322	-	12,322	12,322
Derbys NHS Trust/Community Action	-	5,000	5,000	0
Garfield Weston Foundation	-	30,000	30,000	30,000
Henry Smith Charity	-	40,000	40,000	40,000
Lottery Community Fund (Main Grant)	-	143,864	143,864	141,364
MOJ CRS Women's Services	-	513,502	513,502	454,861
NACCC/MOJ Grant	-	2,500	2,500	2,500
PCC Women's Services	-	33,350	33,350	33,350
Trusthouse Charitable Foundation	-	25,758	25,758	28,099
J D Foundation	-	-	-	5,000
Asda Foundation	-	-	-	500
Co-op Community Foundation	-	-	-	150
Places for People	-	-	-	1,000
	76,412	870,792	947,204	951,865

5. Other income

	Total Funds Year to 31 Mar 2025	Total Funds Year to 31 Mar 2024
	£	£
Sundry income	2,190	6,416
	2,190	6,416

6. Investment income

	Total Funds Year to 31 Mar 2025 £	Total Funds Year to 31 Mar 2024 £
Bank interest receivable (unrestricted)	**7,847**	6,531

7. Analysis of expenditure

	Total Funds Year to 31 Mar 2025 £	Total Funds Year to 31 Mar 2024 £
Wages & salaries	**839,513**	809,312
Project resources	**11,698**	11,678
Evaluation Fee	**-**	-
General running expenses	**42,308**	37,377
Depreciation & Equipment	**26,864**	22,025
Rent, Rates & Maintenance	**16,056**	12,940
Travel	**7,929**	9,600
Training and recruitment	**9,231**	9,035
Prof. fees, HR & insurance	**18,640**	16,631
Utilities	**16,979**	35,406
Volunteers expenses	**2,011**	1,457
Charity Gala costs	**-**	6,874
	991,229	972,335

	Total Funds Year to 31 Mar 2025 £	Total Funds Year to 31 Mar 2024 £
Unrestricted	**128,578**	62,090
Restricted	**862,651**	910,245
	991,229	972,335

8. Net (expenditure)/income

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

	2025	2024
	£	£
Independent Examiner's Fees	**1,300**	1,200

9. Directors

During the year none of the trustees were reimbursed for out of pocket expenses

The trustees did not receive any remuneration during the year.

10. Employees

The average monthly number of persons employed during the year was

	Year to 31 Mar 2025	Year to 31 Mar 2024
	No	No
Charitable activities	**28**	**27**
Administration	**4**	**4**
	32	31

Employment costs

The aggregate payroll costs were:

	Year to 31 Mar 2025	Year to 31 Mar 2024
	£	£
Wages and salaries	**762,328**	734,844
Social security costs	**57,225**	55,326
Pension	**19,960**	19,142
	839,513	809,312

No employee earned more than £60,000 per annum.

11. Tangible Fixed assets

	Building Renovation	Computer Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost				
At 1 April 2024	167,623	7,510	47,388	222,521
Additions	-	-	1,888	1,888
At 31 March 2025	167,623	7,510	49,276	224,409
Depreciation				
At 1 April 2024	69,725	7,510	2,482	79,717
Depreciation charge	16,762	-	9,771	26,533
At 31 March 2025	86,487	7,510	12,253	106,250
Net Book Value				
At 31 March 2025	81,136	-	37,023	118,159
At 31 March 2024	97,898	-	44,906	142,804

12. Debtors

	2025	2024
	£	£
Trade Debtors	46,224	43,300
Prepayments & Accrued Income	12,763	14,403
	58,987	57,703

13. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Creditors	2,657	46,991
Accruals	19,868	11,144
Deferred Income	58,457	147,397
	80,982	205,532
Deferred income brought forward	147,397	203,062
Brought forward released to SOFA	(147,397)	(203,062)
Deferred income received in year	58,457	147,397
Deferred income carried forward	58,457	147,397

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

14. Statement of funds

	At 1 April 2024	Incoming	Outgoing	Transfer between funds	At 31 March 2025
	£	£	£	£	£
Unrestricted Funds-General Reserve	**263,632**	**125,242**	**(114,825)**	**-**	**274,049**
Designated Property Reserve	**72,039**	**-**	**(13,753)**	**-**	**58,286**
Total Unrestricted funds	**335,671**	**125,242**	**(128,578)**	**-**	**332,335**
Lottery Community Fund	6,535	143,864	(140,999)	-	9,400
Henry Smith	-	40,000	(40,000)	-	-
MOJ CRS Women's Services	-	513,502	(513,502)	-	-
Clothworkers' Foundation (Capital)	20,348	-	(3,500)	-	16,848
Anonymous Trust (Capital)	14,535	-	(2,500)	-	12,035
Bernard Sunley Foundation (Capital)	20,442	-	(3,000)	-	17,442
PCC Women's Services	-	33,350	(33,350)	-	-
Garfield Weston	9,916	30,000	(25,167)	-	14,749
Trusthouse Charitable Foundation	-	25,758	(25,758)	-	-
Charles Hayward Foundation	3,997	18,750	(22,747)	-	-
29th May Charitable Trust	-	5,000	-	-	5,000
NACCC/MOJ Grant	-	2,500	(2,500)	-	-
Derby City Council	1,624	40,000	(33,734)	-	7,890
DCHS/Community Action	-	5,000	(5,000)	-	-
JD Foundation	5,000	-	(5,000)	-	-
CAFCASS	6,539	13,068	(5,894)	-	13,713
Total Restricted funds	**88,936**	**870,792**	**(862,651)**	**-**	**97,077**
Total Funds	**424,607**	**996,034**	**(991,229)**	**-**	**429,412**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

Women's Work received core funding from the Henry Smith Charity, Garfield Weston and the 29th May Charitable Trust.

The Co-op Community Fund and the JD Foundation have contributed towards project and workshop resources which helped support our craft and cookery workshops.

The balance brought forward figures for the Clothworkers' Foundation, the Bernard Sunley Foundation, the Anonymous Trust (2) and the Designated Property Reserve have all been fully utilised and capitalised under building renovations and fixtures and fittings. The balances will be written off in line with our depreciation policy.

The Lottery Community Fund supports the Women's Work Heart Project, which offers support, advice and counselling for vulnerable women using a holistic, trauma informed approach.

We have a contract with the MOJ Commissioned Rehabilitative Services (CRS), for women offender management services. Working across a variety of pathways, we help and support women, with the aim to reduce reoffending in Derby and Derbyshire and improve women's lives.

The Trusthouse Charitable Foundation and the Charles Hayward Foundation, both provided funding to cover the costs of project worker salaries. While the NACCC/MOJ grant contributed towards salary costs in the child contact centre.

The Police and Crime Commissioner awarded funding for our work in the area of domestic abuse, for both women and teenagers.

Derby City Council are funding counsellor salary costs along with some project worker hours. The project started in January 2023.

We continue to receive funding for the work we do with the CAFCASS ICFA service in our child contact centre.

15. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General Funds	**13,548**	**260,501**	**274,049**
Designated Property Reserve	**58,286**	**-**	**58,286**
Restricted funds			
Clothworkers Foundation	**16,848**	**-**	**16,848**
Bernard Sunley Foundation	**17,442**	**-**	**17,442**
Anonymous Trust	**12,035**	**-**	**12,035**
Lottery Community Fund	**-**	**9,400**	**9,400**
Garfield Weston	**-**	**14,749**	**14,749**
CAFCASS	**-**	**13,713**	**13,713**
Derby City Council (Counsellor)	**-**	**7,890**	**7,890**
29th May	**-**	**5,000**	**5,000**
	118,159	**311,253**	**429,412**

16. Related party transactions

The charity had no related party transactions that required disclosure.

17.

Cash generated from operations	**2025**	**2024**
	£	£
Surplus/(Deficit) for the year	4,805	19,762
Adjustments for:		
Investment income shown in investing activities	(7,847)	(6,531)
Depreciation charges	26,533	17,646
Decrease/(Increase) in stocks	81	(532)
Decrease/(increase) in debtors	(1,284)	83,547
(Decrease)/increase in creditors	(124,550)	(33,997)
Cash generated from operations	**(102,262)**	**79,895**

WOMENS WORK (DERBYSHIRE) LIMITED

England & Wales - Charity number 1135740

Accounts

WOMENS WORK (DERBYSHIRE) LTD

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

FOR THE PERIOD ENDED

31 MARCH 2024

Charity Number: 1135740
Company Number: 07171357

SATURDAY
ADGYDD2Q
A13 30/11/2024 #207
COMPANIES HOUSE

WOMENS WORK (DERBYSHIRE) LTD

FINANCIAL STATEMENTS

YEAR ENDED 31 March 2024

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Notes to the financial statements	25-35

WOMENS WORK (DERBYSHIRE) LTD

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

YEAR ENDED 31 March 2024

The Executive Committee (Board of Trustee)

Elaine Hobson	Chair
Marianne Connally	Vice Chair
Alison Rees-Jones	Treasurer
Carol Powell	
Megan Graham	
Emma Cox	
Amanda Sawford	Appointed 07/11/2023

Company Secretary	Dionne Reid
Chief Executive	Dionne Reid
Registered Office	The Convent 11 Bridge Gate Derby DE1 3AU
Independent examiner	Derby Community Accountancy Service Babington Lodge 128 Green Lane DE1 1RY

Our mission is to offer support to the most vulnerable women and families by providing them with essential skills and the confidence to truly flourish in life. We provide trauma informed, holistic and person-centred support, improving access to other facilities and services resulting in improved health and wellbeing and a healthier and happier lifestyle.

We meet our aims and objectives through a mixture of contracts, fund-raising events, sponsorships and income generating activities. The charity's values are embedded into everyday life via our policies and procedures, which articulate those behaviours that represent the culture within our organisation.

- **Non-Judgemental** – We provide non-judgemental support to women no matter their circumstances
- **Inclusive** – Women of all ages and backgrounds may need help to overcome barriers towards a safe & healthy future
- **Reliable** – We never turn a woman in need away and will signpost her to the most appropriate organisations for additional support if we cannot provide the help she needs.
- **Professional** – We are accountable and transparent about the outcome of our programmes and impact of investments from funders and support networks.
- **Creative** – We pioneer approaches and are open to developing partnerships that will enable us to better the lives of many women who benefit from our services.
- **Holistic** – We support the whole person – not just one issue – assessing each service users needs and working with them as long as they need.

Interventions & Services Provided Across Our Projects

- **The Freedom Programme:** Provides therapeutic support for domestic abuse victims through a 12-week course
- **Check In and Chat:** Informal telephone support
- **Life Skills Programme:** Improving self-esteem, resilience and communication skills workshops
- **Family Contact Centre:** A safe space for separated families to have child contact
- **Calm Your Mind:** Exploration of techniques to find and promote emotional freedom and wellbeing
- **Counselling Service:** Talking therapy managed by our qualified psychotherapist
- **Yoga:** Therapeutic sessions that encourage relaxation and tranquillity
- **Arts & Craft:** Learning creative and unique ways to express oneself through art
- **Positive Parenting Programme:** Informative sessions to improve parenting skills
- **Mother & Toddler Group:** Mums & their children ages 0-5 years, for socialising & play
- **Teen Links:** Informative sessions for teenagers, to learn about essential life topics and school & college educational visits
- **One to One and Key Working:** Providing support to individuals who are in crisis
- **Healthy Emotions Programme:** Explores emotional health and gives an understanding on how it impacts on behaviours
- **Chaperone & Sign Posting:** Referrals to specialist agencies
- **Emergency Food Parcels**
- **Sexual Health Screening**
- **Healthy Relationships Programme:** Explores the definitions of healthy and unhealthy relationships
- **Mediation & Mindfulness Class**
- **Working with Trauma:** Delivered by our staff to professionals & partner agencies
- **Change Programme:** Building resilience, setting boundaries and communication skills
- **Virtual Freedom Programme Delivery:** Online domestic abuse support programme
- **Volunteer & Peer Mentor Development Programme:** To support delivery of services

Women's Work (Derbyshire) Ltd is a charitable company set up by a Memorandum of Association Dated 2010.

Our Trustees / Directors Our appointed trustees are generally recruited by external advertisement and word of mouth. The board recognises the need for new trustees to receive adequate training on their role and responsibilities and to be familiar with the charity's activities, ethos and values. All trustees are required to sign a trustees' code of conduct which embeds the charity's values in decision making. Trustees receive no remuneration or other financial benefit for this role. The Trustees/Directors of Women's Work for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts 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 and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. Trustees follow best practice and select suitable accounting policies and then apply them consistently, observing the principles of the Charities SORP.

Risk Management The trustees constantly examine the major strategic, business and operational risks which Women's Work faces and the risk register is reviewed by the senior management team at the monthly SMT, so that they can identify major risks at the earliest opportunity. They present the risk register for review and mitigation strategies can be agreed and implemented at the quarterly trustee board meetings.

Safeguarding The Safety and Wellbeing of all individuals visiting Women's Work will always be a priority and all personnel undertake annual safeguarding training. We have introduced safeguarding champions for every project and the CEO remains the designated safeguarding lead, who reports on safeguarding concerns at the Trustee meetings

Reputation As the charity grows the potential risk to reputation also grows. Trustees and the senior management team regularly review the external environment and evaluate the potential impact on the organisation and ensure strong mitigations and action plans are in place and reviewed regularly.

Organisational Structure The day-to-day running of Women's Work is delegated to the Chief Executive and Senior Management Team as well as a team of 36 paid staff and 26 volunteers/ Peer Mentors. The remuneration of the Chief Executive Officer, Senior Managers and all staff is reviewed annually and is normally increased to reflect a cost of living adjustment and the nature of the role and responsibilities.

Strategy Headlines & Focus of 23/24

Sustainability		Quality		Growth
Increase individual and other donations through 1 in a Million Campaign and fundraising year on year.		To undertake competitor analysis for market intelligence.		To review fundraising activities in line with cultural changes e.g. not carrying money anymore. Develop annual fundraising action plan.
Review communications strategy on social media and website keeping in mind intention of message, safety, governance and maintaining service user trust.		To identify opportunities and submit applications annually for prestigious awards and accreditation marks.		Promotion and marketing of the Contact Centre to increase revenue to support direct costs.
To conduct interim evaluative reviews and year end project evaluations.		Marketing campaign directed at wider stakeholders and streamline user surveys.		To build and embed a 'One Team' culture across all projects.
Complete feasibility study and revisit the idea of implementing a customer relationship management system to improve supporter engagement		To build statutory partnerships and relationships with organisations that support Women's Work's aims.		To develop CIC with a view to eventually launching 'Men's Work' to expand service delivery to support the wider community.
Engage with new and existing funders to ensure early exploration of replacing closing funds.		Review all programmes to ensure uniform approach to delivery. Audit of policies and procedures. Acquire relevant accreditations.		Increase supporters and presence of 1 in a Million and social media/Facebook following.

The Chair of the Board of Trustees

I continue to feel very honoured to be the Chair of Trustees, and I am very proud to be part of this fabulous charity.

Firstly, I would like to thank all of my fellow board members for their continuing hard work and commitment to their roles.

I would also like to personally thank all of the staff, volunteers, peer mentors and all of the charity's supporters for all their efforts and commitment, it is so appreciated.

I would like to thank on behalf of the board, everyone who has come to the charity for help and assistance, and for trusting us to be part of their journey forward.

We are thankfully in a strong financial position, but world problems and the increasing demands for all of our services mean we have to be flexible in the delivery of our main services and mindful of the challenges facing applications for future funding and the ever-increasing financial cost of delivering our services.

Despite all of the many challenges ahead, we continue to grow and develop to meet the needs of those who come to us for help.

With our committed team and the support of a strong and committed board, the fantastic work of this fabulous organisation continues and I believe the future is positive, bright and very hopeful.

Thank you to all our funders, donors, supporters, ambassadors, volunteers, advisors, peer mentors, staff and fellow trustees for their on-going commitment to making a positive difference for those in need of our help.

Elaine Hobson

Elaine Hobson
Chair of Trustees

CEO REFLECTION

If I were to choose a few words to summarise the last year it would be change, speed, eventful, memorable, achievement and proud. A key event for me personally was being awarded an honorary Degree from Derby University, which led to a much needed period of reflection in my 20th year leading and building the charity from conception to where it is now. In reaching and celebrating the charities 20th Anniversary key activities and achievements include:

- A review and redesign of our delivery model to manage growing demand
- Review of our Key Strategies
- History of Making museum exhibition
- Launching the Charities Biography & design and launch of the WW Candle
- Increasing donations up 55% on previous year
- Solidifying our Partnership with DCC Public Health Team
- Achieving accreditation for Cyber Essentials Plus & IASME
- Achieving Charity Excellence accreditation
- Hosting our 20th Anniversary charity gala raising £8,737
- Increasing the organisation's turnover by 27% from £783,635 to £992,097
- Awarded an Honorary Master's Degree from Derby University
- And most importantly continuing to support **1,366 women, 99 children, 50 teens (16-18 years old) Total 1,515**

We continue to deliver across our 5 key projects and re-establish our outreach work with complex women. Within our TAP programme our prison in-reach has extended to include Drake Hall Prison. Our sexual health initiatives are now imbedded into all our interventions. We have also managed to trial the delivery of our Teen Links programme in local colleges. We have struggled to manage capacity this year with over **600** new referrals resulting in a stop on referrals and the development of a waiting list, the influx of women coming to us for support is a testament to the positive outcomes we achieve for women and children in need, however it should not be the case that so many people in society are struggling and suffering. We will continue to stay as true to our aims to provide a holistic person centred service to women, however we have come to the realisation that we may not be able to offer the on-going and intensive support women historically received as we now focus much more on supportive groups using women with lived experience to help us.

I must also say a huge thankyou to all who have supported me and the charity in this remarkable year, including our amazing Trustees, Dale Diva, Lord Lieutenant Elizabeth Fothergill, Derby University Cath Mitchell and The Sisters of Mercy.

WOMEN'S WORK HEART (WWH)

WWH stands for Heart of Women's Work and all its core activities, funded mainly by the Community Lottery Fund

This WWH project, which is at the very 'heart' of the organisation has also had an overall increase in referrals and attendees. This further illustrates its need within the community of Derby City as well as its overall success. The Heart project is currently funded by the Community Lottery Fund and DCC Public Health.

This year we have completed an extensive Evaluation Report of our Outreach services, with the findings being presented in a separate Outreach Pilot Project Report. The report highlighted the invaluable support we offer to some of the most vulnerable and hardest to reach women across the City; including those street sex working, misusing substances and/or experiencing homelessness. By using this outreach delivery model, women from this target group have been able to access our 'in-reach' programmes through 'out-reach' delivery. This has included donations and food parcels, sexual health services and advice and delivery of the Freedom Programme, which supports domestic abuse survivors, Whilst out in the community. There has also been a designated outreach counsellor offering one to one sessions and support in the community as well as in our Women's Work base.

866 women have been referred to WWH, with **539** Initial Assessments taking place (62.21%) A further **126** were offered an Initial Assessment, but did not attend. In total, **665** Initial Assessments were either booked and completed or not attended of the 865 referrals in to Women's Work (76.88%). Where Initial Assessments were not completed or booked, either referrals were signposted externally to specialist organisations, they did not require the support of Women's Work, they did not want to engage, contact couldn't be made, or were duplicate referrals. This has surpassed our aim of **300** per annum.

Survey's and service user feedback/comment

- 93% rated their experience with the service as very good/extremely good /outstanding
- 93% rated their experience with staff as very good/extremely good/outstanding
- 91% rated the quality of the premises as very good/extremely good/outstanding
- 100% would recommend WW to others
- 98% would access the service in the future

"It changed my life, I no longer feel I am to blame for what happened to me'

"A really good programme in a warm, accepting environment. I felt like I belonged and was believed. It made me realise I was not alone or going mad! I now know it was not my fault'

WOMEN'S WORK HEART (WWH) continued

Parenting Programme

- 100% of mothers gained new parenting skills as a result of attending the parenting Programme.
- 100% of mothers shared their parenting skills have improved as a result of attending the course.
- 100% of attendees have reported stronger family relationships as a result of attending the Course.

Freedom Programme

- 98.82% of attendees felt they were more aware of the tactics of a perpetrator and able to recognise the signs of abuse since attending the programme.
- 97.65% felt they were able to recognise the signs of domestic abuse since attending.
- 100% felt that the Freedom Programme was run in a supportive environment.
- 98.7% agreed to being more informed about domestic violence services and resources available to them in Derby/Derbyshire since attending.
- 90.48% of respondents reported improved confidence since accessing the programme.

Teen Links programme -The Teen Links project in educational settings is designed to support 16 – 18 year olds. Originally, workshops were aimed at females only, however with taking the project into schools the resources have been adapted to include a mixed gender audience.
In this iteration of project reporting, a total of **50** students participated in four Self-esteem and Resilience workshops delivered by Women's Work facilitators at a Derby City secondary level training centre. This is not a PRU facility but rather an independent training provider.

Complex needs outreach - Coordinating what Women's Work Outreach did with the Derbyshire Community Health, Sexual Health mobile team to take instant STI+HIV testing, instant results and instant treatment to the hostels proved that with Women's Work's help, their healthcare outcomes were extremely successful (as confirmed by the Health team). This simple innovative action by Women's Work to co-produce with an essential health service is all it took to start addressing inclusivity and inequality for both the homeless females and males in the city.

If it wasn't for Women's Work I would not be here" (Case A).

TURN AROUND PROJECT

The TAP Project, has supported women in the criminal justice system to change behaviour and reduce reoffending since 2010.

Background to Project
Women's Work's Turn Around Project formally known as Commissioned Rehabilitative Services (CRS) – Women's Specific Services funded by The Ministry of Justice, began delivery on 26th June 2021. The Delivery Team take a trauma informed and holistic approach, working in partnership with His Majesty's Prison and Probation Service (HMPPS) with an aim to address criminogenic need, offering an alternative to custody and breaking the cycle of re-offending for females in contact with the criminal justice system who reside in Derby or Derbyshire.

Review of key activities
During Contract Year 3 (CY3), **442** referrals were received from Derby, Chesterfield, Buxton and Swadlincote Probation Sites, and His Majesty's Prisons; Foston Hall, Drake Hall, Askham Grange and New Hall. Taking a flexible and person-centred approach to all that we do; we have continued to adapt our delivery model to meet the needs of each unique service user and the ever-changing Prison and Probation Service; setting up a community space in Chesterfield town centre, evolving our presence in HMP Foston Hall, increasing home visits and team growth to name a few. **391** women offenders successfully engaged with our services.

Working together with external agencies and partners has been an integral part of CY3 for the Turn Around Project. Existing partnerships have been nurtured and reinforced whilst new partnerships have been built and developed.

Summary of project achievement's
For the third year running the Turn Around Project team have successfully achieved a quarterly RAG-rating of GREEN for both contractual targets; Service Levels 1 & 2.
This means that since the Service Performance Targets went live in 2021, Women's Work have consistently achieved a GREEN RAG rating, upholding our 'above and beyond' high standards and exceptional reputation.

***Overall, 79% of women reported a positive change, 19% reported no change.**

COUNSELLING SERVICE

The Counselling Service offers additional support to women who are accessing the main support programmes within the charity. At their request they are referred by their project worker, and each referral is picked up by the Counselling Coordinator to contact, assess and allocate as necessary. There are currently six active counsellors, 3 employed.

There are a variety of modalities used within the team, CBT (Cognitive Behaviour Therapy), PCT (Person Centred Therapy) Psychodynamic, and Integrative. The counsellors bring their own unique modality, experience and skills.

This year we received Public Health funding from Derby City Council to work with women with complex needs particularly around addition, homelessness, from Milestone house and Centenary house. Women who are experiencing drug and alcohol issues. One counsellor has been assigned to work with these clients and this has come with its challenges due to the unpredictable environment.

Total hours of therapy offered to the clients this year

In total 1,064 hours of therapy has been offered to clients this year, giving us an average of 22 sessions per woman. This number of sessions has exceeded the amount that we offered last year. A contributing factor of this is the changes within the counselling team including the recruitment of 2 new staff members.

Comments:

"Nafeesah is hands down the best therapist I have ever had (I've had 5 or 6 others) her method of counselling, compassion, professionalism are second to none. I never felt awkward or patronised like I have with other counsellors. The initial assessment with Marvet, filled me with hope". Julia.

"I have learned a lot about barriers and self-respect. It's a shame I couldn't physically make it in due to circumstances something's because Alli is a lovely person and very helpful. I've learned to manage my stress better". Sharon

"Wish I could have had more sessions, counsellor was very good, non-judgemental and kind"

"Counselling introduced me to new ways of looking at my ongoing mental health issues and gave me the tools mentally to try and find solutions to my daily problems."

THE LINK WORK FAMILY CONTACT CENTRE

The Link Work Contact Centre
Provides a safe and neutral space for children living in separated families to meet with their non-resident parent or other family members. The contact centre provides both supported and supervised contact sessions and also a handover service that enables child/ren to transfer to each parent separately. The centre is open 6 days a week and provides a flexible service for families.

Improving Child and Family Arrangements
(ICFA) is the name of the service designed by Cafcass to help families agree safe, beneficial, and sustainable 'spending time with' arrangements when they are finding it difficult to do so on their own. The Proposed Work Plan (PWP) is compiled by Women's Work staff who work collaboratively with Family Court Advisors (FCA), parent/carers and child/ren to agree the PWP. This outlines the proposed planned work which aims to meet the intended outcomes noted within the ICFA referral form.

ICFA & Link Work Contact Centre
The Link Work Contact centre and ICFA service have provided a holistic wrap around service provision for families, from the initial court ordered ICFA referral and then transitioning to supervised and/or supported contact at the Link Work Contact Centre.
ICFA – Family workers supported 17 families & 18 individual children
Link Work Contact Centre – Supported 57 families & 81 children
Referrals accepted from: Derby & Derbyshire, Nottingham, Loughborough, London, Leeds, Leicester, Essex, Stoke on Trent, Newcastle, Birmingham, Cambridge, Yorkshire, Devon, Staffordshire and Liverpool.

Contact Centre User Feedback
"Very positive place for people in difficult situations"

"The staff are very professional, really put your mind at ease"

"The centre has been amazing allowing me the opportunity to be with my children"

"The staff have been incredible from start to finish. I wish them all the best"

"All staff are very helpful and lovely people"

"It would be great if you could extend your services to the community"

"Very professional, great staff. My daughter is comfortable here"

"Thank you, Women's Work, for all your hard work on helping families like my own rekindle parent – child relationships in a positive and supportive homely environment. I would like to give a particular thank you to Linda who has been very supportive to both parties in a case sensitive private law matter where the judge also highly recommended the centre."

"My child's wishes and feelings were more than met"

WORKSHOPS & PROGRAMMES

Freedom Programme:
The Freedom Programme is a 12 week accredited programme designed to support attendees in recognising and understanding the signs of domestic abuse, and addresses the reality of being in an abusive relationship. This course is also delivered virtually via Zoom, once a week.
246 Service Users have attended the programme on site with another **50** accessing the virtual Zoom option.

The Heart of Parenting:
The previous parenting programme has now been revised and adapted to the newly named 'Heart of Parenting'. This worthwhile programme consists of 5 sessions aimed at supporting mothers to strengthen their own relationships with their children, while offering affective parenting techniques. **30** women completed the programme last year.

Teen Links:
50 teenagers, 16-18 year olds have accessed the programme.
This programme aims to educate and support 16-18-year-old young women in 6 key areas which are: Mental Health, Self-Esteem and Self-Confidence, Drugs & Alcohol, Healthy Relationships, Consent & Sexual Health.

Calm Your Mind:
59 attended this open group which provides tips and techniques for calmness and emotional freedom.

Yoga:
17 attendees to this gentle yoga exercise group for beginners to promote physical and emotional health

Arts & Crafts:
17 Service Users have benefitted from these creative sessions which allows attendees to use art as a form of relaxation

Sexual Health:
567 Sexual Health interventions have taken place consisting of **121** assessments and group work.

'Handling Anger in the Family': This year the course had **141** attendees with **37** women completing the programme

VOLUNTEERS & PEER MENTORS

Volunteers and Peer Mentors continue to be integral in the delivery of Women's Work services, as well as specialist interventions such as compiling food and toiletry parcels, office-based administration, sexual health support for Outreach services as well as facilitating sessions independently. The current cohort of Volunteers have multitudinous transferable skills and competencies that reflect the diverse and complex needs of our Service Users.

Our Peer Mentors remain our core community, women with lived experience are actively sought out when progressing extraordinarily in sessions, showing dedicated attendance and exceptional behaviour towards others. Women's Work actively encourage a continuation of personal growth, by continuing to access Women's Work interventions, whilst supporting their peers in sessions. Through increasing confidence and self-esteem, our aim is to support Peer Mentors into further training, employment or education.

"I love being a volunteer and feel women's work is the best place to volunteer. Sarah is an amazing person, very approachable and motivated" Anon, via Survey Monkey

"You made me feel unbelievably welcome and comfortable from the very outset, and you are incredibly bubbly, vivacious person who is an asset to the volunteers you serve" Charlotte B. Volunteer

"You've supported and pushed me to be more than I ever thought, so I want to say thank you. You will be forever part of my journey, and I couldn't wish for a better supportive person to continue my journey. Thank you, Sarah, for all that you are and all that you do. You don't even realise the impact you have, and that is a such a fantastic attribute." Leah, Peer Mentor

"Knowing I am not alone and well looked after in a place where I feel appreciated, safe and happy is so valuable. I attended twice a week whilst I was in Rehab and in September of 2023 I became a Peer Mentor as I wanted to help other ladies through my lived experience."

"Being now nearly 14 months sober I am getting to the stage where I feel truly happy in myself and I wouldn't be who I am today without their guidance. I feel empowered by what I've learnt and that there is hope and to never give up."

1020 Volunteer Hours have been contributed from 1st April 2023 to 31st March 2024 and 400 Peer Mentor Hours

2 Volunteers and 2 Peer Mentors progressed to employment at Women's Work

Thank you to our wonderful team of volunteers and Peer Mentors

THE DIFFERENCE WE MAKE

1515 Individuals Supported by Women's Work 23-24

- 296 women engaged in the Domestic Violence Freedom Programme
- 30 women improved their parenting skills completing Positive Parenting programme
- We have worked with 99 children via our ICFA programme and Child Contact Centre
- 109 women with complex needs (Homeless, Sex workers & drug addiction) supported on outreach service
- 415 women were supported and report improvement in their Mental Health Issues
- 595 women were supported with Domestic Abuse and Rape
- 92 women were supported with Finance and Debt issues, improving financial circumstances
- 510 women were supported to improve their Confidence, Self Esteem and Emotional Wellbeing
- 330 women were supported to improve Family and Relationship Issues
- 112 women were supported with accommodation issues
- 154 food parcels distributed
- 69 toiletry parcels were distributed
- 340 Women were supported to improve their sexual health and 60 sexual health screening packs were distributed
- 74 separated families were reconnected
- 44 Children have had fun and improved confidence by attending coffee mornings
- 561 women received support or engaged in courses via telephone, totalling over 1100 hours

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2024

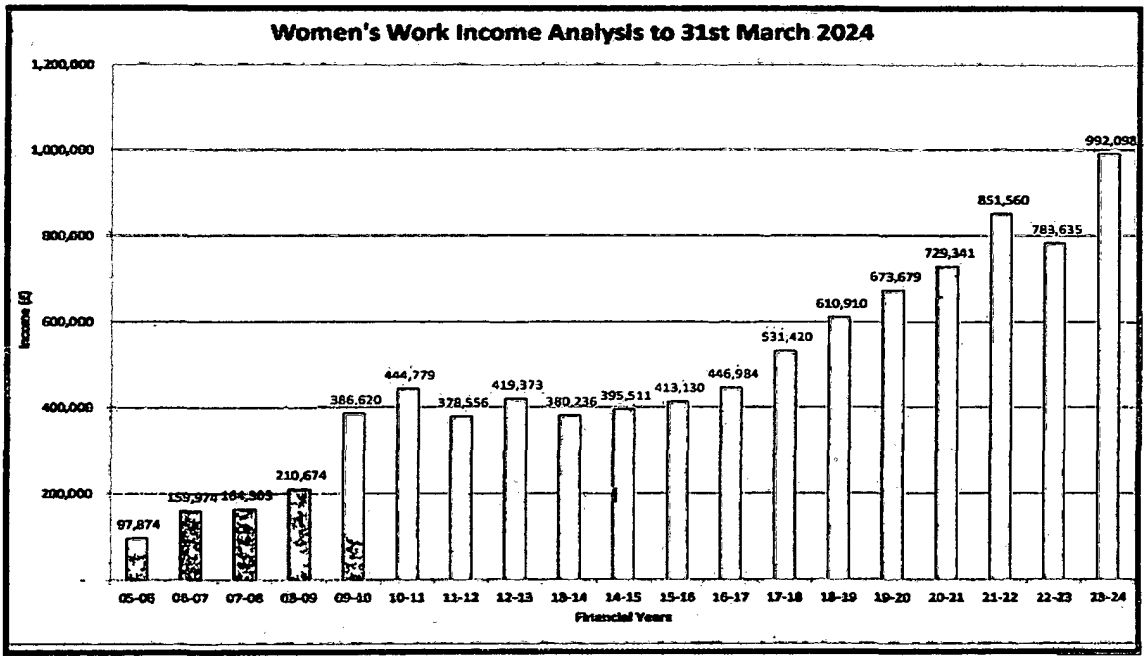
Thank you to all our partners, supporters and donors, who make our work possible and our service delivery partners, who enhance our work. Individual and group donations are increasing yearly and we give special thanks to all those involved in fundraising activities. Thank you to all our funders for believing in the work we do, and making it possible. A special thanks go to the Sisters of Mercy for accommodating us in their wonderful Convent in Bridge Gate.

Our Funders	Our Partners	Our Donors
29th May Charitable Trust	Adult Social Care	Asda
All Saints Trust	Barefoot Coaching	Belper Women's Institute
Bernard Sunley Foundation	Children's Links	Boots
CAFCASS	Community Action Derby	Co-op Community Fund
Charles Hayward Foundation	Dale Diva	Derby Food for Thought Alliance
Derby City Council	Dept. of Work & Pensions	Derby University
Derby Homes	Derby City Council	Elmleigh & ECA Members Summer Ball
Derbys. Comm Health Services	Derby City Mission	Graham Penny
Garfield Weston Foundation	Derby Homes	Integral MEP Limited
Henry Smith Charity	Derbys. Adult Learning Serv.	Longford Women's Inst.
JD Foundation	Derbys. Comm. Health Services	Morrisons
Ministry of Justice	Derbyshire Constabulary	NFC Networking
NACCC/MOJ	Framework Housing	Oakwood Women's Inst.
National Lottery Community Fund	HM Prison & Probation Service	Rotary Club Nottingham
Police & Crime Commissioner	HMP Foston Hall	Sir John Eastwood Found.
The Clothworker's Foundation	HMP Drake Hall	Stran HR Consultancy
Trusthouse Charitable Foundation	Hope Centre Derby	Stowe Family Law
	Institute of Our Lady of Mercy	Our '1 in a million' Donors
	Job Centre Plus	Everyone who donated raffle and auction prizes for the Gala
	Padley Centre	Everyone who took part in the Derby 10K
	Peak Money	Everyone who generously gifted to us
	Pennine Healthcare	
	Places for People	
	Skills Plus	
	Soroptimist Int. of Derby	

WHAT NEXT

Women's Work again has proven itself to be a dynamic and resilient organisation with vision and has demonstrated its ability to adapt in difficult times. Positive progress continues to be made in our attempts to mainstream our work and align our strategic aims to local priorities. Very positive long-term developments relating to our accommodation needs have been achieved, as have efforts to improve and widen our partnerships, which is crucial if we are to continue meeting the needs of our service users effectively. We legitimately feel we have an increased and stronger presence in the city of Derby and as we go into our 21st year in existence, we also have an enhanced vision of what holistic health and wellbeing should look like for disadvantaged women and their families.

Four years post pandemic and we refer back to the tremendous upheaval of COVID 19 and the impact and many lessons learned, which have now been embedded into our work and culture. Our focus over the coming year will be managing and exploring new partnerships building on the external partnerships that add value to our work and the impact on the lives of our users and enhancing our communications strategy to ensure we are effectively engaging with our stakeholders. It is essential that we continue to raise awareness to build new and strengthen existing knowledge, sharing and seeking out opportunities to further enhance the sustainability and the significance of the Charity. We can confidently say that in our 20th year Women's Work is recognised as a significant pillar stone of the local community achieving positive outcomes and life changes for 1000's of individuals over the past 2 decades. It would be fair to say we are entering uncharted territory in many ways managing the exponential growth and complexity of our operations, a huge rise in referrals as well as new partnerships, we are very aware of the challenges we will likely face around sustaining the growth we have experienced, however as long as we maintain the quality of our holistic services to women and families the organic nature of this growth will ensure the charity remains robust.



PENNY FOR YOUR THOUGHTS

Just like to say thank you. Women's Work has been here to help me every time I have needed them. They have helped me in many situations. Thank you for your help. **Lisa**

Every time I came round they helped me, plus the fact that they are always here to help me get sorted with the things I need to be done. When hard times come in situations I don't understand about, they are straight there. Like a really cool foster mum, thanks ever so much. **Layla**

If it wasn't for Women's Work there would be a lot of people in trouble. I'm so glad a friend introduced me. I was desperately in a bad situation. Since Women's Work my life has changed. I no longer drink or take drugs, they have helped clothe and feed me, plus wash clothes and shower. I am so grateful this organisation means so much to a lot of people. Well done to all staff. **Teresa**

In prison and every week she came to see me. If it wasn't for her I wouldn't have been able to keep it together. Thank you very much. **Jenny**

Women's Work is a totally needed place for all who come here, and I hope it stays so. **Rachel**

I find the service helpful if I need a shoulder to lean on. The workers are kind and thoughtful. **Anna**

I would not be alive if it were not for Women's Work. **Kay**

CASE STUDY

"I would just like to draw your attention to how fantastic Alisha has been working with Paula, she has been flexible where she has needed to be and I also feel that she has gone the extra mile and as a result we have had success with Paula. I honestly feel that she is a true asset for Women's Work and I don't think that Paula would have done as well as she has done without her commitment, tenacity and constant support, as there have been set backs. This is true of my relationship with her, she has supported me also and I feel that it has been very beneficial and productive and we potentially have a real success story. I am very appreciative and grateful."

Probation Practitioner Derby

CASE STUDY Child B

The child involved had no physical contact with father since December 2021 due to allegations being raised by the Mother. In light of this Father made a self-referral to the Link Work Contact Centre for supervised contact sessions every week for the duration of 2 hours. In April 2022 supervised contact at the Link Contact Centre began. Within the contact sessions father was able to build a loving and meaningful relationship with his child and a report of each session was recorded by our supervisors. The weekly reports were then shared with both parents and their solicitors providing a compressive record of each session.

The detailed reports were utilised in court and provided evidence of the quality of the relationship and care given to the child by their father throughout the contact sessions. In light of this, the court ordered a continuation of contact outlining the ending of supervised contact and the introduction of supported contact to commence in July 2022.

Throughout this time, both parents and children had built a rapport with Women's Work staff who ensured the child was able to enjoy playing and spending time with their father in our child friendly contact rooms and creche.

The outcome of the final court hearing directed that the father no longer required supported contact, and ordered contact to commence in the community without the need of any form of supervision. Due to the holistic, wrap around support provided by the staff at the Link Work Contact Centre, this father was supported to improve and strengthen his relationship with his child which will now continue to develop.

"Everyone I have seen has been so nice and polite. Whenever I've wanted to talk people have took the time to listen".

Financial Review

Women's Work continues to be funded by a mixture of contracts, grants, trust funding and fund-raising activities. To support this income, we endeavour to generate our own income to be able to spend on the charity's projects or to increase our Reserves.

This year the Child Contact Centre continued to be busy and over the past year the income totalled £73,282. This was split between private child contact work of £56,812 and the ICFA (Improving Child & Family Arrangements) service income of £16,470.

Women's Work received unrestricted income of £109,366 this year. This was partly due to the Child Contact Centre, but we also received unrestricted contract income from Derbyshire Community NHS Trust, donations valuing £27,285 and funds from the Charity Gala.

Restricted income increased in 2023-2024 by £211,112 to £882,731. This was partly due to an increase in the MOJ CRS women's services contract but was mainly due to an increase in grant funding. This year we received a full year's funding from the Lottery Community Fund totalling £141,364 and we received grant funding from Derby City Council to contribute towards the counselling service. We also received funding for the city outreach service from Derby City Council and Derby Homes.

Expenditure rose to £972,335, mostly due to an increase in direct project costs for Women's Work Heart, the counselling service and the outreach project. The largest increases applied to project salary costs, training costs, travel and project resources. Due to the energy crisis our energy costs increased by more than 100% from the beginning of the year but these reduced considerably by January 2024. Even with these additional gas and electricity costs, the charity's expenditure only rose by 20% during the year, while income increased by 27%. Women's Work continues to closely manage all expenditure in order to offset any cost increases, either due to contractual requirements or inflation levels.

At the end of March 2024 Restricted Funds were £88,936 of which £55,325 related to fixed assets. The Unrestricted Fund balance was £335,671 at the end of the year. This was made up by the Designated Property Reserve £72,039 and the General Fund of £263,632. Fixed assets represented £87,479 of the total Unrestricted Fund balance giving Women's Work General Free Reserves of £248,192.

Reserves Policy

The charity has a reserves policy which aims to hold three months running costs in reserves. Women's Work will work towards increasing our reserves to at least four months running costs. It is essential that the charity maintains a good level of reserves so we can continue to fulfil our objectives in supporting our service users and delivering our workshops and projects.

Risk Management Policy

The trustees have reviewed the major and financial risks that impact on the work of the charity. The systems that have been established, enable the trustees to review and take the necessary steps to lessen these risks.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2024

INDEPENDENT EXAMINER

Kevin Parkinson FCA was appointed independent examiner in the year.

Kevin Parkinson FCA will continue in office as independent examiner for the ensuing year.

Small company provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act.

Registered Office:

The Convent
11 Bridge Gate
Derby
DE1 3AU

Signed on behalf of the trustees

Elaine Hobson

Elaine Hobson
Chair

Approved by the trustees on **31st August 2024**

WOMENS WORK (DERBYSHIRE) LTD

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES

YEAR ENDED 31 March 2024

Independent Examiner's Report to the Trustees of Womens Work (Derbyshire) Ltd
I report on the accounts of the company for the year ended 31 March 2024 which are set out on pages 23 to 35.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act.
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement
My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirement

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K. Parkinson

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge,128 Green Lane
Derby DE1 1RY

Date 31st August 2024

WOMENS WORK (DERBYSHIRE) LTD

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 March 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 March 2024 £	Total Funds Year to 31 March 2023 £
Income from:					
Donations	3	27,285	-	27,285	17,640
Charitable activities	4	69,134	882,731	951,865	763,274
Other income	5	6,416	-	6,416	2,117
Investment income	6	6,531	-	6,531	604
Total incoming resources		109,366	882,731	992,097	783,635
Expenditure on:					
Raising funds		-	-	-	-
Charitable activities	7	62,090	910,245	972,335	812,480
Total expenditure		62,090	910,245	972,335	812,480
Net (expenditure) income		47,276	(27,514)	19,762	(28,845)
Transfer between funds		-	-	-	-
Net movement in funds		47,276	(27,514)	19,762	(28,845)
Fund balances at 1 April 2023		288,395	116,450	404,845	433,690
Fund balances at 31 March 2024		335,671	88,936	424,607	404,845

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 25 to 35 form part of these financial statements.

WOMENS WORK (DERBYSHIRE) LTD

BALANCE SHEET

YEAR ENDED 31 March 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	11		142,804		117,480
Current assets					
Debtors	12	57,703			141,250
Stocks		532			-
Cash at bank and in hand		429,100			385,644
		487,335			526,894
Creditors: amounts falling due within one year	13	205,532			239,529
Net current assets			281,803		287,365
Total assets less current liabilities			424,607		404,845
Net assets			424,607		404.845
Funds					
Restricted	14		88,936		116,450
Designated Property Reserve	14	72,039		34,069	
Unrestricted Funds – General Reserve	14	263,632		254,326	
			335,671		288,395
TOTAL FUNDS			424,607		404,845

For the year ended 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

(i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
(ii) 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 for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the members of the committee and are signed on their behalf by:

Elaine Hobson Elaine Hobson
Chair of Trustees **Date: 31st August 2024**
Company Registration Number: 07171357

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information
Womens Work Derbyshire is a company limited by guarantee not having share capital. The company's registered office is The Convent, 11 Bridge Gate, Derby, DE1 3AU. At the end of the year there were 7 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the company Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Building Renovations	10%
Fixtures & Fittings	20%
Equipment	25%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Donations

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2023	Total Funds Year ended 31 March 2023
	£	£	£	£
Integral MEP Ltd	5,000	-	5,000	4,625
Pennine Healthcare	992	-	992	-
ECA Summer Ball	1,750	-	1,750	1,186
Derbys. Community Male Voice Choir	2,800	-	2,800	-
Sir John Eastwood Foundation	2,000	-	2,000	-
Co-op	1,169	-	1,169	-
Stran HR Consultancy	1,600	-	1,600	-
Sundry Donations	11,974	-	11,974	11,829
	27,285	-	27,285	17,640

4. Grants receivable

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2024	Total Funds Year ended 31 March 2023
	£	£	£	£
29th May Charitable Trust	-	5,000	5,000	5,000
AB Charitable Trust	-	-	-	20,000
All Saints Trust	-	-	-	1,000
CAFCASS	-	16,470	16,470	21,870
Charles Hayward	-	25,000	25,000	6,250
Child Contact Centre	56,812	-	56,812	57,333
Derby City Council	-	40,000	40,000	7,660
Derby City Council/Derby Homes	-	59,437	59,437	19,813
Derbys Comm NHS Trust	12,322	-	12,322	12,322
Garfield Weston Foundation	-	30,000	30,000	17,500
Henry Smith Charity	-	40,000	40,000	40,000
Leathersellers Company Charitable Trust	-	-	-	10,000
Lottery Community Fund (Small Grant)	-	-	-	9,989
Lottery Community Fund (Main Grant)	-	141,364	141,364	58,902
MOJ CRS Women's Services	-	454,861	454,861	313,990
NACCC/MOJ Grant	-	2,500	2,500	2,500
European Social Fund & Lottery	-	-	-	91,355
PCC Women's Services	-	33,350	33,350	33,350
Souter Charitable Trust	-	-	-	2,000
Trusthouse Charitable Foundation	-	28,099	28,099	30,440
University of Derby	-	-	-	2,000
Asda Foundation	-	500	500	-
Co-op Community Foundation	-	150	150	-
J D Foundation	-	5,000	5,000	-
Places for People	-	1,000	1,000	-
	69,134	882,731	951,865	763,274

5. Other income

	Total Funds Year to 31 Mar 2024	Total Funds Year to 31 Mar 2023
	£	£
Sundry income	6,416	2,117
	6,416	2,117

6. Investment income

	Total Funds Year to 31 Mar 2024 £	Total Funds Year to 31 Mar 2023 £
Bank interest receivable (unrestricted)	6,531	604

7. Analysis of expenditure

	Total Funds Year to 31 Mar 2024 £	Total Funds Year to 31 Mar 2023 £
Wages & salaries	809,312	683,581
Project resources	11,678	8,496
Evaluation Fee	-	(721)
General running expenses	37,377	37,988
Depreciation & Equipment	22,025	19,921
Rent, Rates & Maintenance	12,940	16,968
Travel	9,600	5,938
Training and recruitment	9,035	8,597
Prof. fees, HR & insurance	16,631	12,564
Utilities	35,406	16,891
Volunteers expenses	1,457	2,257
Charity Gala costs	6,874	-
	972,335	812,480

	Total Funds Year to 31 Mar 2024 £	Total Funds Year to 31 Mar 2023 £
Unrestricted	62,090	85,161
Restricted	910,245	727,319
	972,335	812,480

8. Net (expenditure)/income

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

	2024	2023
	£	£
Independent Examiner's Fees	1,200	1,200

9. Directors

During the year none of the trustees were reimbursed for out of pocket expenses

The trustees did not receive any remuneration during the year.

10. Employees

The average monthly number of persons employed during the year was

	Year to 31 Mar 2023	Year to 31 Mar 2022
	No	No
Charitable activities	27	22
Administration	4	4
	31	26

Employment costs

The aggregate payroll costs were:

	Year to 31 Mar 2024	Year to 31 Mar 2023
	£	£
Wages and salaries	734,844	617,985
Social security costs	55,326	45,067
Pension	19,142	20,529
	809,312	683,581

No employee earned more than £60,000 per annum.

11. Tangible Fixed assets

	Building Renovation	Computer Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost				
At 1 April 2023	167,623	7,510	4,418	179,551
Additions	-	-	42,970	42,970
At 31 March 2024	**167,623**	**7,510**	**47,388**	**222,521**
Depreciation				
At 1 April 2023	52,963	7,510	1,598	62,071
Depreciation charge	16,762	-	884	17,646
At 31 March 2024	**69,725**	**7,510**	**2,482**	**79,717**
Net Book Value				
At 31 March 2024	**97,898**	**-**	**44,906**	**142,804**
At 31 March 2023	**114,660**	**-**	**2,820**	**117,480**

12. Debtors

	2024	2023
	£	£
Trade Debtors	**43,300**	124,611
Prepayments & Accrued Income	**14,403**	16,639
	57,703	141,250

13. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Creditors	**46,991**	7,676
Accruals	**11,144**	28,791
Deferred Income	**147,397**	203,062
	205,532	239,529
Deferred income brought forward	**203,062**	40,581
Brought forward released to SOFA	**(203,062)**	(40,581)
Deferred income received in year	**147,397**	203,062
Deferred income carried forward	**147,397**	203,062

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2024

14. Statement of funds

	At 1 April 2023	Incoming	Outgoing	Transfer between funds	At 31 March 2024
	£	£	£	£	£
Unrestricted Funds-General Reserve	**254,326**	**109,366**	**(57,090)**	**(42,970)**	**263,632**
Designated Property Reserve	**34,069**	**-**	**(5,000)**	**42,970**	**72,039**
Total Unrestricted funds	**288,395**	**109,366**	**(62,090)**	**-**	**335,671**
Lottery Community Fund	**7,874**	**141,364**	**(142,703)**	**-**	**6,535**
Henry Smith	**-**	**40,000**	**(40,000)**	**-**	**-**
MOJ CRS Women's Services	**-**	**454,861**	**(454,861)**	**-**	**-**
Clothworkers' Foundation (Capital)	**23,849**	**-**	**(3,500)**	**-**	**20,348**
Anonymous Trust (Capital)	**17,035**	**-**	**(2,500)**	**-**	**14,535**
Bernard Sunley Foundation (Capital)	**23,442**	**-**	**(3,000)**	**-**	**20,442**
PCC Women's Services	**-**	**33,350**	**(33,350)**	**-**	**-**
European Social & Lottery Community Fund 2nd	**15,026**	**-**	**(15,026)**	**-**	**-**
Garfield Weston	**9,104**	**30,000**	**(29,188)**	**-**	**9,916**
Trusthouse Charitable Foundation	**-**	**28,099**	**(28,099)**	**-**	**-**
Charles Hayward Foundation	**3,958**	**25,000**	**(24,961)**	**-**	**3,997**
29th May Charitable Trust	**-**	**5,000**	**(5,000)**	**-**	**-**
NACCC/MOJ Grant	**-**	**2,500**	**(2,500)**	**-**	**-**
All Saints Trust	**497**	**-**	**(497)**	**-**	**-**
Derby City Council	**3,886**	**40,000**	**(42,263)**	**-**	**1,624**
Derby City Council/Derby Homes	**9,621**	**59,437**	**(69,058)**	**-**	**-**
Asda Foundation	**-**	**500**	**(500)**	**-**	**-**
Co-op Community Fund	**-**	**150**	**(150)**	**-**	**-**
JD Foundation	**-**	**5,000**	**-**	**-**	**5,000**
Places for People	**-**	**1,000**	**(1,000)**	**-**	**-**
CAFCASS	**2,158**	**16,470**	**(12,089)**	**-**	**6,539**
Total Restricted funds	**116,450**	**882,731**	**(910,245)**	**-**	**88,936**
Total Funds	**404,845**	**992,097**	**(972,335)**	**-**	**424,607**

Women's Work received core funding from the Henry Smith Charity, Garfield Weston and the 29th May Charitable Trust.

The All Saints Trust, Asda, the Co-op Community Fund, Places for People and the JD Foundation have contributed towards project and workshop resources.

The balance brought forward figures for the Clothworkers' Foundation, the Bernard Sunley Foundation, the Anonymous Trust (2) and the Designated Property Reserve have all been fully utilised and capitalised under building renovations and fixtures and fittings. The balances will be written off in line with our depreciation policy.

The Lottery Community Fund supports the Women's Work Heart Project, which offers effective support for vulnerable women using a holistic approach.

We have a contract with the MOJ Commissioned Rehabilitative Services (CRS), for women's specific services. Working across a variety of pathways, we help and support women, with the aim to reduce reoffending in Derby and Derbyshire.

The Trusthouse Charitable Foundation and the Charles Hayward Foundation are both providing funds for a project worker. While the NACCC/MOJ grant contributed towards salary costs.

The Police and Crime Commissioner awarded funding for our work in the area of domestic abuse by paying for a project worker.

Derby City Council are funding counsellor salary costs and both Derby City Council and Derby Homes funded an outreach project to help women with complex needs. Both projects started in January 2023.

We continue to receive funding from CAFCASS to support the ICFA service for child contact.

15. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General Funds	15,440	248,192	263,632
Designated Property Reserve	72,039	-	72,039
Restricted funds			
Clothworkers Foundation	20,348	-	20,348
Bernard Sunley Foundation	20,442	-	20,442
Anonymous Trust	14,535	-	14,535
Lottery Community Fund	-	6,535	6,535
Garfield Weston	-	9,916	9,916
CAFCASS	-	6,539	6,539
Charles Hayward Foundation	-	3,997	3,997
Derby City Council (Counsellor)	-	1,624	1,624
JD Foundation	-	5,000	5,000
	142,804	281,803	424,607

16. Related party transactions

The charity had no related party transactions that required disclosure.

WOMENS WORK (DERBYSHIRE) LIMITED

England & Wales - Charity number 1135740

Accounts

WOMENS WORK (DERBYSHIRE) LTD

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

FOR THE PERIOD ENDED

31 MARCH 2023

Charity Number: 1135740
Company Number: 07171357

WOMENS WORK (DERBYSHIRE) LTD

FINANCIAL STATEMENTS

YEAR ENDED 31 March 2023

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WOMENS WORK (DERBYSHIRE) LTD

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

YEAR ENDED 31 March 2023

The Executive Committee (Board of Trustees)

Elaine Hobson	Chair
Marianne Connally	Vice Chair
Alison Rees-Jones -treasurer from 1st April 2023	Treasurer
Carol Powell	
Megan Graham	
Emma Cox	
Louisa Day - Resigned 12th October 2022	
Victoria Tabiner – Resigned 31st March 2023	Treasurer

Company Secretary	Dionne Reid
Chief Executive	Dionne Reid
Registered Office	The Convent 11 Bridge Gate Derby DE1 3AU
Independent examiner	Derby Community Accountancy Service Babington Lodge 128 Green Lane DE1 1RY

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2023

Our mission is to offer support to the most vulnerable women and families by providing them with essential skills and the confidence to truly flourish in life. We provide personalised, holistic and person-centred support, to improve mental well-being and support access to other facilities and services and act as a springboard to a healthier and happier lifestyle.

We meet our aims and objectives through a mixture of contracts, fund-raising events, sponsorships and income generating activities. The charity's values are embedded into everyday life via our policies and procedures, which articulate those behaviours that represent the culture within our organisation.

Since 2003, Women's Work have built a sound reputation as a professional service provider working with and supporting the most vulnerable and disadvantaged women and their families living in Derbyshire. We have achieved positive outcomes for the large majority of individuals that we work with. Our aim is to work with individuals holistically to address the root causes of the issues they present with. We operate services all across the County, with our main office being situated in a beautiful building, conveniently located in Derby City Centre.

This year we have supported **982** individuals including children and young people

- **Non-Judgemental -** We provide non-judgemental support to women no matter their circumstances
- **Inclusive -** Women of all ages and backgrounds may need help to overcome barriers towards a safe & healthy future
- **Reliable -** We never turn a woman in need away and will signpost her to the most appropriate organisations for additional support if we cannot provide the help she needs.
- **Professional** – We are accountable and transparent about the outcome of our programmes and impact of investments from funders and support networks.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2023

The Difference We Make

92.3% parents/carers rated their overall experience at the Link Contact Centre as excellent.

"Freedom has given me my life, I'm now free"

"I could not read or write and I came to WW. I did a lot of courses and now I'm writing this. All the staff saved my life it is so much better now."

"Amazingly inspirational, inspirational staff and women looking out for each other"

"My wish is that my children grow up in a world where they are safe. WW to me plays a huge part in building this safe world."

"Women's Work is an asset to local women, inspiring, embracing and sustaining us all."

"Women's Work has really opened my eyes and helped me recognise what I've been through. It's made me more confident and I speak up for what is right."

Interventions & Services Provided Across Our Projects

- **The Freedom Programme:** Provides therapeutic support for domestic abuse victims through a 12-week course
- **Rest, Relax & Recycle:** Gardening for wildlife and well-being
- **Check In and Chat:** Informal telephone support
- **Life Skills Programme:** Improving self-esteem, resilience and communication skills
- **Family Contact Centre:** A safe space for separated families to have child contact
- **Calm Your Mind:** Exploration of techniques to find and promote emotional freedom and wellbeing
- **Counselling Service:** Talking therapy managed by our qualified psychotherapist
- **Yoga:** Therapeutic sessions that encourage relaxation and tranquillity
- **Arts & Craft:** Learning creative and unique ways to express oneself through art
- **Positive Parenting Programme:** Informative sessions to improve parenting skills
- **Mother & Toddler Group:** Mums & their children ages 0-5 years, for socialising & play
- **Teen Links:** Informative sessions for teenagers, to learn about essential life topics
- and school & college educational visits
- **Healthy Emotions Programme:** Explores emotional health & helps participants to have a better understanding of emotions and behaviours
- **Healthy Relationships Programme:** Explores the definitions of healthy and unhealthy relationships
- **Mediation & Mindfulness Class:** delivered by WEA partners
- **Working with Trauma:** Delivered by our staff to professionals & partner agencies
- **Change Programme:** Building resilience, setting boundaries and communication skills
- **Chaperone & Sign Posting:** Referrals to specialist agencies
- **Emergency Food Parcels**
- **Virtual Programme Delivery**
- **Volunteer Development Programme**

A MESSAGE FROM THE CHAIR OF TRUSTEES

I feel very honoured to be the Chair of this fantastic charity and I would first like to thank all my fellow Board members for all their hard work and commitment to their roles. I would also like to personally thank all the staff, volunteers, peer mentors and all the charity's supporters for their efforts and commitment, it is so much appreciated.

In particular, I would also like to thank everyone who has come to the charity for help or assistance and for trusting us to be part of their journey forward and reassure them that we will continue to do all we can to ensure we can continue to provide a holistic, quality service when they are faced with a crisis or unexpected challenges in their lives.

The current world problems continue to affect us all, and we, as a charity, realise there will be very many challenges for society that we aim to address through our services. The resilience the charity has shown over the years and its ability to adapt and respond to the external environment is testament to its strong and consistent leadership. This will be especially true in regard to future funding applications and the financial cost of delivering our services with all the said pressures on the charity's finances, but we are thankfully in a strong financial position for the year ahead.

Despite all the challenges ahead, with our strong, committed Board and the fantastic work of all those involved in this fabulous organisation, the future is bright and very hopeful.

Thank you to all our funders, donors, supporters, ambassadors, volunteers, advisors, peer mentors, staff and fellow trustees for their on-going commitment to making a positive difference for those in need of our help.

Elaine Hobson
Chair of Trustees

HISTORY OF THE CHARITY IN THE 20TH YEAR OF WOMEN'S WORK

In early Summer 2003, walking along Normanton Road, late at night in the city of Derby, Dionne began talking to the women who frequented the streets to earn additional money for bills, drugs and alcohol. She would ask simple questions to try and understand why the women she encountered were involved in what can only be described as the human body trade. Why, was the most frequent question to try and establish what had gone so terribly wrong in the lives of these women. There were numerous responses and may reasons shared. This spurred Dionne on to do whatever it took to ensure all women in society no matter what struggles they were facing would have somebody there to support them, to advocate for them and to treat them as a precious and unique individual. There was judgment and stigma to the work she was trying to do, to help these women to change their circumstances. However, Dionne continued to be a voice for the voiceless and as time passed, gradually building up momentum. Dionne registered Women's Work as a charity in 2004 and started bringing in funds and workers to help her in her mission.

The charity continued to grow and develop and soon needed more space to work with the hundreds of women that were asking for help. Moving to 30 Charnwood Street in 2010, the work to improve outcomes for offenders developed and saw the staff and volunteer team grow over the next decade. The search was then on to find a long-term solution for delivering our multiple projects in the community. Numerous requests to speak to the media and travels abroad with news teams, visits to Parliament and Downing St soon followed, as Women's Work's way of working with disadvantaged communities, became wider known.

Turning Over a New Leaf

Meaning: to alter your behaviour in a positive way

- to start fresh
- to change course
- to start afresh
- to change track
- to rethink/remodel
- to have second thoughts

Way back in the 16th century, pages in books were referred to as leaves, so tuning over a new leaf meant that one was turning to a blank page.

This wisdom was used to signify a major change in behaviour, or a new stage in life.

CEO'S REFLECTIONS

Today in 2023 Women's Work continues to play a key and significant role in the health and wellbeing of women living in Derbyshire. I am very proud of our achievements to date and hope with growing support from the community, we will go on achieving good outcomes for the wider community. Following re-establishment of our longstanding partnership with the City's Public Health Team, Women's Work will continue to make a positive contribution to the National and Derby City health indicators including:

- Improving self-esteem & confidence
- Improving people's overall health and wellbeing
- Improving sexual health
- Increased mental wellbeing
- Living independently
- Improving opportunities for employment
- Enhanced quality of life.

The pandemic has taught us many lessons which have now been embedded into our work and culture. Our focus now will be building on the external partnerships that add value to our work and impact on the lives of our users.

It is essential that we continue to raise awareness to build new and strengthen existing knowledge, sharing and seeking out opportunities to further enhance the sustainability and the significance of the Charity.

In our 20th year Women's Work is recognised as a significant pillar stone of the local community, achieving positive outcomes and life changes for 1000's of individuals over the past 2 decades. It would be fair to say we are entering uncharted territory in many ways managing the exponential growth and complexity of our operations as well as new partnerships.

We are very aware of the challenges we will likely face around sustaining the growth we have experienced, however as long as we maintain the quality of our holistic services to women and families, the organic nature of this growth will ensure we maintain our values and vision.

With this in mind a key action for this coming year is to re-launch our 1 in a million campaign, to gather a wider supporter base, who will share the work of awareness raising, donations, fundraising and most importantly supporting women and families.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2023

2003 Funding from SRB to start the street outreach project aimed at supporting street sex workers and drug users. 1 Staff member and 1 Volunteer delivering 2 sessions a week.	**2004** Acquisition and renovation of the Chapel, 8a Charnwood Street our first home. Drop in service and one to one key working is established with around 50 vulnerable women.	**2005** Additional funding is acquired to bring in additional staff. Dionne is joined by 5 members of staff, supporting 259 women to change their lifestyles since starting the project.	**2006** 15 volunteers and 8 trustees are now helping to deliver phase 2 of the project, in partnership with with agencies including Foston Hall Prison and the Drug and Alcohol Teams in Derby.
2007 Huge achievement supporting trafficked women to return to their home country raising the profile of the charity. CEO travelled to Amsterdam with an ITV news team to report on the issue on the Politics show.	**2008** Women's Work are named as Impact Award winners, by the Kings Fund, beating over 500 other charities nationally. Secured Lottery Grant of £400k WW has many requests for expert opinion about exploited women.	**2009** 6 independent funders now supporting the charity. The Family Support Project begins, 8 staff and 22 volunteers in post. Programmes developed to deliver awareness courses in local schools and colleges. The Little Link Work Project starts.	**2010** The Turn Around Project is launched for offenders. The staff team doubles in size with MOJ funding. Pilot of the counselling service delivered in Foston Hall Prison. Volunteer counsellors are trained to support women with trauma.
2011 Additional premises at 30 Charnwood Street acquired to house the increasing team and projects. We now occupy 8, 8a, and 30 Charnwood street with 5 different projects /work streams now being delivered, offering wider support around women's wellbeing.	**2012** Women's Work identified as a champion of champions by the Kings Fund. Now a registered company, this year 1270 individuals across all our projects were supported. 10-year anniversary plans put into motion. Start the search for longer term premises.	**2013** First Charity Gala was held at Rolls Royce, to celebrate 10 years in operation. Staff are trained to deliver the Freedom Programme and Parenting courses. Restructure to deliver group activities as capacity is challenged.	**2014** 94 women completed the Freedom Programme, 38 women accessed secure housing and 100 women improve life skills. More workshops and group activities added to timetable.
2015 £5000 raised from the second Charity Gala. 1 in a million campaign launched to increase support for WW. 6 projects around health wellbeing and life skills are now delivered. WW now has 31 volunteers.	**2016** 556 new referrals into Women's Work, 738 individuals supported this year. Funding levels increase to over £400K annually with 13 individual funders supporting the charity. Staff and volunteer team continues to increase.	**2017** Women's Work announced as Derby Evening Telegraph Business Award winners (NFP). CEO wins Derbyshire's most inspirational women's award. New partnership with Framework established.	**2018** Peer mentor scheme established, supporting women with lived experience to support others. 44 active volunteers and 15 independent funders involved.
2019 We supported 950 women. HRH Princess Royal visits Women's Work. Announced as East Midlands charity of the year highly commended. Winner of community volunteer award by Community Action.	**2020** Acquisition & renovation of the Convent. Relocation to the Convent 3 days prior to COVID lockdown. Redesign delivery model, review of our 5 year strategy and prepare to open our Child Contact Centre. Secure £2million MOJ contract. Support 750 individuals during pandemic year.	**2021** 282 women access our workshops, also available online. Improving Family Arrangements contract delivered in partnership with Children's Links and Child Contact Centre opens. Secured funding for the counselling service development. Continue adapting services to meet the changing needs of our users.	**2022** Support around mental health groups established 692 new referrals to Women's Work. 195 supervised contact sessions delivered. Official Convent Open Day and launch of Candle. Work starts on Women's Work Book. Women's Work & CEO Featured in Derby Museum History Makers Exhibition.

WOMEN'S WORK HEART (WWH)

WWH stands for Heart of Women's Work and all its core activities, funded mainly by the Community Lottery

The Women's Work Heart Project, (WWH) launched last year and was a natural progression from the previously entitled Heart of Women's Work Project, (HOWW) which ended in March 2022. The aim of the WWH Project is to empower women to address the issues and barriers which are negatively impacting on them, at the earliest possible stage.

Since the project relaunch in October 2022, 565 referrals were received, however we have found that engagement with these new referrals has not been good, with more women requesting online or telephone support as opposed to physically attending site. We think this is likely due to a rise in travel costs, and a possible lasting legacy of COVID. As a result of this we have reinstated our community outreach provision to ensure as many different options are available for participants to engage with.

We aim to help women address their issues and barriers at the earliest possible stage, particularly around domestic violence, debt, mental health, low self-esteem, drugs or alcohol issues and parenting. Our peer mentors and volunteers play a crucial role in delivery of this core project, a comprehensive programme of training and development is available to our peer mentors and volunteers. Project workers supported 325 women this year.

"Usually I feel very insecure about attending groups/ social settings but after the first session I couldn't wait to come back."

"Women's Work has helped me come outside my comfort zone and I don't feel anxious about speaking or interacting with others, as I once was. I look forward to every session and overall purpose of the session has helped me learn a lot about myself and others"

"Women's work has helped me in so many ways. I've had a lot of support from them and they are always on the other side of the phone if I ever need anything"

"This place as help me live again got me up most respect for all they do"

WW Heart survey of 69 Women

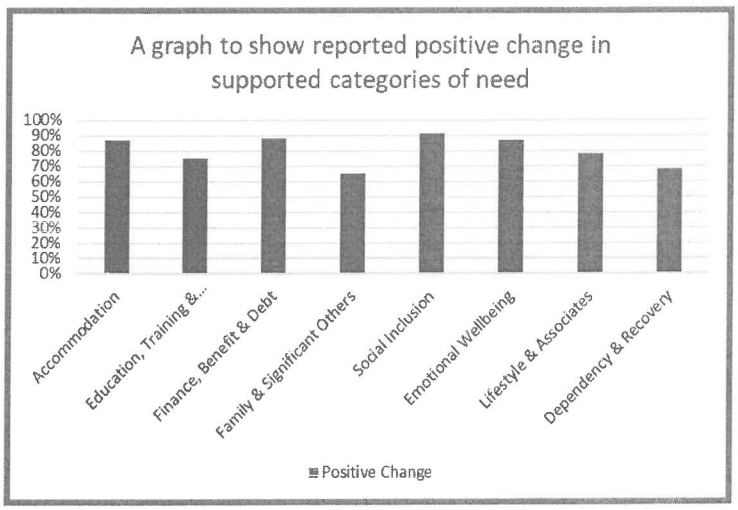
- 98% enjoy coming to Women's Work
- 95% felt supported with the issues they presented to WW with
- 97% felt better able to achieve their personal goals as a result of attending WW activities
- 88% felt less isolated since attending sessions at WW
- 93% have experienced improved self-esteem as a result of attending WW
- 94% have experienced increased confidence as a result of engaging with WW
- 97% felt supported by peer mentors when engaging with sessions
- 73% felt they made new connections at Women's Work

TURN AROUND PROJECT

The TAP Project, has supported women in the criminal justice system to change behaviour and reduce reoffending since 2010.

We have successfully developed a strong presence within HMP Foston Hall, and more recently set up services in HMP Drake Hall. Within both female prison estates, we have built and maintained effective working relationships with the Governors, Heads of Reducing Reoffending and Resettlement Teams. In addition, we have made a conscious effort to participate in and contribute to Reducing Reoffending Meetings; enhancing our knowledge of the prison environment, sharing and voicing our professional practice and identifying new partnerships.

Service delivery within custody involves a blend of delivery styles; face-to-face, telephone services and virtual-platforms, supporting women on a one-to-one basis with the Accommodation and Social Inclusion categories of need. We continue to support women in the community working with **326** women involved in the criminal justice system in the last year and achieving positive outcomes and behaviour change for many, reducing reoffending overall.



Jane's Story

Jane came to Women's Work through TAP for a drink-driving offence; requiring support with emotional wellbeing and alcohol misuse. Initially, Jane presented as someone who had given up with life and shared that she struggled with depression and anxiety, and used alcohol as a coping mechanism. Prior to her offence, Jane was an NHS nurse and was dismissed for her alcohol use.

Over her time with Women's Work, not missing one appointment, Jane accessed regular 1:1 sessions with her key worker, counselling and the Healthy Emotions Programme. With this intense support, Jane was able to recognise and be honest about the reality of her alcohol problem and how this was affecting her. Jane was also able to address traumas from her past. Due to the complexities surrounding Jane's alcohol misuse, she was referred into an alcohol specialist agency and quickly joined their parks and woodlands restoration group.

Those involved in Jane's recovery recognised a huge change; witnessing depression and anxiety turn into happiness, motivation and enthusiasm. Jane contributed to sessions, sharing her experience and knowledge to help and support others. With her newly found confidence and positivity, Jane secured employment with the alcohol specialist service inspiring others to turn their lives around just as she has.

OPPORTUNITY AND CHANGE PROJECT

The Opportunity and Change (O&C) Project has been delivered by Women's Work since 2016 and expanded to South Derbyshire areas in 2019. O&C is an employment focused project for individuals with multiple complex needs. It is delivered by a partnership of community-based organisations across the East Midlands. The overall aim of the project is to support women who present with multiple support needs, to become socially and economically included through access to education, training and employability related opportunities.

Programme Activities:

The Loudspeaker Programme: delivered at Nottingham Contemporary - by using art and creativity, 5 participants have been supported to increase self-esteem, self-awareness and develop new skills and attended 50 sessions.

Pony Partnership: this equine assisted therapy programme where the use of horses has enabled 11 participants to identify, explore and overcome their inner obstacles, attending 57 sessions.

The Skills Plus for Change Programme: a bespoke training package consisting of six different modules of well-being topics designed to build confidence, improve skills and increase knowledge. 17 participants have attended 48 times.

Improving Lives Counselling Services: this person-centred counselling service has provided counselling to 9 participants accessing the Project.

Care Act Assessment: 20 participants have been assessed to determine entitlement to Care Act support under the Care Act (2015).

During this year, Navigators have supported 36 participants in total; with 15 of those joining the Project within the last year, and carried out 808 activities with participants.

Outcomes are claimed when a participant shows progress in their support needs. A result is claimed when a participant is exited from the project having accessed training, started job searching or gained employment.

***Participant Feedback**:*

"Loudspeaker is one of the most amazing groups I have ever visited and I met the most amazing group of females. The programme has supported me to realise my self-worth. Received amazing support from my Personal Navigator, thank you."

"I needed support to access training, but wasn't sure what. O&C helped me get on a course with White Rose Beauty. Navigator supported me through a lot of my grief."

THE LINK WORK FAMILY CONTACT CENTRE

The Link Work Contact Centre
Provides a safe and neutral space for children living in separated families to meet with their non-resident parent or other family members. The contact centre provides both supported and supervised contact sessions and also a handover service that enables child/ren to transfer to each parentseparately, without needing the contact centre to spend time with the child/children. The centre is open 6 days a week and provides a flexible service for families.

Improving Child and Family Arrangements
(ICFA) is the name of the service designed by Cafcass to help families agree safe, beneficial, and sustainable 'spending time with' arrangements when they are finding it difficult to do so on their own. The Proposed Work Plan (PWP) is compiled by Women's Work staff who work collaboratively with Family Court Advisors (FCA), parent/carers and child/ren to agree the PWP. This outlines the proposed planned work which aims to meet the intended outcomes noted within the ICFA referral form.

Service User Comments:

- *"Staff have been lovely and accommodating"*
- *"Thank you for everything. This has been a hard step for me, and your kindness towards me has been really appreciated."*
- *"Without this centre I would not have been able to see my Children. For that alone the service you have provided has been invaluable!"*
- *"Thanks for all of your help"*
- *"I just want to say thank you for the service you have provided in ensuring the children were happy, content and most importantly safe."*

The Link Work Contact centre and ICFA service has provided a holistic wrap around service provision for 5 families, from the initial court ordered ICFA referral and then transitioning to supervised and/or supported contact at the Link Work Contact centre.

ICFA – Family workers supported **17 families & 25 individual children** within this year from geographical areas covering **Derby & Derbyshire.**

Link Work Contact Centre – Supported **83 families & 126 children** within this year, from referrals received from the below Geographical areas:
Derby & Derbyshire, Nottingham & Nottinghamshire, Loughborough, Cumbria, London, Doncaster, Lincolnshire, Bedford, Milton Keynes, Rotherham, Northampton, Staffordshire, Wolverhampton, Leeds, Leicester, Chesterfield, Staffordshire, Stoke on Trent, Warwickshire, Grimsby, Manchester, Barnsley & Cumbria and Bradford.

251 Individuals Supported
100% Parents/carers rated their overall ICFA experience excellent.
100% Parent/carers rated the quality of communication with their family worker as excellent.
100% Parent/carers rated the quality of the facilities as excellent.
100% Parent/carers rated their child's wishes & feelings were at the forefront of ICFA work.
100% Parent/carers rated work completed with their ICFA worker helped them to move forward.

COUNSELLING SERVICE

The Counselling Service was introduced, and developed to offer additional support to women who are accessing the main supporting programmes within the charity. At their request they are referred by their project worker, and each referral is picked up by the Counselling Coordinator to contact, assess and allocate as necessary. There are currently 8 active counsellors, 2 employed for 14 hours per week. 3 volunteers are fully qualified, and 3 are still in training with a view to complete their training within the next 18 months to 2 years. There is a vacancy for 1 additional volunteer counsellor.

There are a variety of modalities used within the team, CBT (Cognitive Behaviour Therapy), PCT (Person Centred Therapy) and Psychodynamic, and Integrative. The counsellors bring their own unique modality, experience and skills. With the varied modalities each counsellor will work according to the client's needs whilst focusing on the core skills and attributes required for helping. Interventions may be used to help with the client's process which at a point in therapy it is useful toaid movement, and client's self-concept.

We currently have 29 women in therapy, however this year we have offered approximately 792 hours of therapy, giving us an average of 12.7 sessions per women. This number of sessions exceeds the average offered by NHS Trent PTS which is currently between 6 and 9 sessions, however the majority of women accessing counselling are completing the full 30 allocated sessions, leading to exceptional outcomes.

"I was asked by the medical profession to go to Women's Work centre for support and help. The first time for me was a huge rush of anxiety and a huge step. I had my sessions with Alisha, wow what a great person, yes I cried on my one or more visits but Alisha was so wonderful. After endless appointments which I truly appreciated, I became less anxious and stressed. I learned to calm down in time. This is because Alisha knew how to deal with all this trauma. Well, I've turned my life around now, thanks to Alisha and my new counsellor Hayley, I have managed to turn my life around as I'm more optimistic than pessimistic...For help you have to open up your heart and problems...if it wasn't for all this support and kindness, I'd have been in a wooden box long time ago. We all have our own sadness and loss, but Women's Work are truly amazing. They saved me from a fate I was about to carry out." Linda

"Women's work has been like my second home for the past 18 months. I don't want to lose this and will still continue to come. Claire (counsellor) is a star. I would give her a 100 out of 10 if I could. She helped me so much. She gave me the strength to (be) where I am now. She was more than I could have ever expected and I can't thank her enough"

WORKSHOPS & PROGRAMMES

Freedom Programme: The Freedom Programme is a 12 week accredited programme designed to support attendees in recognising and understanding the signs of domestic abuse, and addresses the reality of being in an abusive relationship. This course is also delivered virtually via Zoom, once a week. 206 Service Users have attended the programme on site with another 60 accessing the virtual Zoom option.

The Heart of Parenting: The previous parenting programme has now been revised and adapted to the newly named 'Heart of Parenting'. This worthwhile programme consists of 5 sessions aimed at supporting mothers to strengthen their own relationships with their children, while offering affective parenting techniques. 30 women completed the programme last year.

Teen Links: This programme aims to educate and support 16-18-year-old young women in 6 key areas which are: Mental Health, Self-Esteem and Self-Confidence, Drugs & Alcohol, Healthy Relationships, Consent & Sexual Health. There were 44 women, aged between 16-18 years, who accessed the programme.

Calm Your Mind: 36 participants attended this open group which provides tips and techniques for calmness and emotional freedom.

Yoga: There were 17 attendees to this gentle yoga exercise group for beginners to promote physical and emotional health

Arts & Crafts: 17 Service Users have benefitted from these creative sessions which allows attendees to use art as a form of relaxation

Sexual Health: 567 Sexual Health interventions have taken place consisting of 1-2-1 assessments and group work.

OUR PEOPLE

There has been a lot of change this year when it comes to our most valuable asset. Some key staff have moved on and we have had a significant influx of new starters, 10 among the staff team and a number of volunteers. In our 20th year we aim to celebrate the change that this inevitably brings, blending old with new however does bring challenges and stretches capacity to skill up individuals, as quickly and effectively as possible. Our new cohort of Trustees have worked hard to bring a good level of stability at leadership and strategic level helping to consolidate the significant impact the charity has had on the lives of the community over the last 2 decades.

Peer Mentors, who have lived experience have also now established themselves as another integral part of the organisation. The initial aims of their role are to use their expertise to support and encourage service users to engage with Women's Work and to help them to make positive and informed choices in their development.

Our amazing volunteers continue to help new service users settle into our environment and work alongside project workers, to deliver courses and facilitate some of our structured sessions, activities, workshops and drop-in's. We also have a cohort of champions who support us however they can by collecting Christmas gifts, helping at special events and other activities. The ladies from Longford & Belper Women's Institute, The Soroptimists and Smith Partnership are an invaluable asset to the charity. This year two of our longstanding volunteers were offered full and part-time positions within the organisation.

We continue to invest in our people with a programme of training and development open to all. The whole team have worked extremely hard over the past year and managed the complexities of rapid change and growth within the agency remarkably well.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2023

Thank you to all our funders, partners, supporters and donors, who make our work possible and our service delivery partners, who enhance our work.

Our Funders

29th May Charitable Trust
All Saints Trust
AB Charitable Trust
Bernard Sunley Foundation
CAFCASS
Charles Hayward Foundation
Derby City Council
Derby Homes
European Social Fund
Garfield Weston Foundation
Henry Smith Charity
Leathersellers' Co. Charitable Fund
Ministry of Justice
National Lottery Community Fund
Police & Crime Commissioner
Souter Charitable Trust
The Clothworker's Foundation
Trusthouse Charitable Foundation

Our Patrons

Elizabeth Fothergill CBE
Pauline Latham OBE MP

Our Ambassadors

Kim Morgan
Milly Holder

Our Partners

Adult Social Care
Barefoot Coaching
Children's Links
Community Action Derby
Dept. of Work & Pensions
Derby City Council
Derby City Mission
Derby Homes
Derbys. Adult Learning Serv.
Derbys. Comm. Health Services
Derbyshire Constabulary
Framework Housing
HM Prison & Probation Service
HMP Foston Hall
Hope Centre Derby
Job Centre Plus
Padley Centre
Peak Money
Places for People
Skills Plus
Smith Partnership Solicitors
Soroptimist Int. of Derby
The Scent Corvus
Workers Educational Association (WEA)

Our Donors

Asda
Barrow Women's Institute
Boots
Co-op
Derby Food for Thought Alliance
Derbys. Community Male Voice Choir
Derbys. Scouts County Ball
Derby University
Elmleigh & ECA Members Summer Ball
Graham Penny
Halifax, Burton
Integral MEP Limited
Lavender Lodge
Longford Women's Inst.
Morrisons
NFC Networking
Sarah Dogruel & Hannah Ruggins - Derby 10k
St. Edwards Church, Castle Donington
TK Maxx
'1 in a million' Donors
Everyone who generously gifted to us
Everyone who took part in Spring into April

Financial Review

Women's Work continues to be funded by a mixture of contracts, grants, trust funding and fund-raising activities. To support this income, we endeavour to generate our own income to be able to spend on the charity's projects or to increase our Reserves. Last year we started to offer private child contact sessions to support the CAFCASS service for ICFA, (Improving Child & Family Arrangements) work. Over the past year the total income generated by the Child Contact Centre was £79,203. This was split between private child contact work of £57,333 and the ICFA service income of £21,870.

Women's Work received unrestricted income of £112,016 this year. This was partly due to the Child Contact Centre but we also received unrestricted income from an AB Charitable Trust grant of £20,000, contract income from Derbyshire Community NHS Trust and donations valuing £17,640.

Restricted income reduced during 2022-23, but this was expected as some core funding finished during this financial year. We carried forward a restricted fund balance from last year to utilise against restricted expenditure this year. The restricted income will increase again in 2023-2024.

Expenditure rose to £812,480 an increase of £52,270 due mainly to the new MOJ CRS women's services contract and an increase in Criminal Justice Workers. We have also increased insurance cover and IT compliance accreditation requirements in line with the new government contract, this has inevitably increased our running and overhead costs. However, Women's Work continues to closely manage all expenditure in order to offset any cost increases, either due to contractual requirements or inflationary levels.

At the end of March 2023 Restricted Funds were £116,450 of which £64,326 related to fixed assets. The Unrestricted Fund balance was £288,395 at the end of the year. This was made up from the Designated Property Reserve £34,069 and the General Fund of £254,326. Fixed assets represented £53,154 of the total Unrestricted Fund balance giving Women's Work General Free Reserves of £235,241.

Reserves Policy

The charity has a reserves policy which aims to hold three months running costs in reserves. Women's Work will work towards increasing our reserves to at least four months running costs. It is essential that the charity maintains a good level of reserves so we can continue to fulfil our objectives in supporting our service users and delivering our workshops and projects.

Risk Management Policy

The trustees have reviewed the major and financial risks that impact on the work of the charity. The systems that have been established, enable the trustees to review and take the necessary steps to lessen these risks.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2023

INDEPENDENT EXAMINER

Kevin Parkinson FCA was appointed independent examiner in the year.

Kevin Parkinson FCA will continue in office as independent examiner for the ensuing year.

Small company provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act.

Registered Office:

The Convent
11 Bridge Gate
Derby
DE1 3AU

Signed on behalf of the trustees

Elaine Hobson

Elaine Hobson
Chair

Approved by the trustees on **31st August 2023**

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2023

I report on the accounts of the company for the year ended 31 March 2023 which are set out on pages 18 to 30.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement
My examination was carried out in accordance with general Directions given by the Charity Commission An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirement

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge,128 Green Lane
Derby DE1 1RY

Date 31st August 2023

WOMENS WORK (DERBYSHIRE) LTD

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 March 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 March 2023 £	Total Funds Year to 31 March 2022 £
Income from:					
Donations	3	17,640	-	17,640	19,257
Charitable activities	4	91,655	671,619	763,274	829,740
Other income	5	2,117	-	2,117	2,523
Investment income	6	604	-	604	40
Total incoming resources		112,016	671,619	783,635	851,560
Expenditure on:					
Raising funds		-	-	-	-
Charitable activities	7	85,161	727,319	812,480	760,210
Total expenditure		85,161	727,319	812,480	760,210
Net (expenditure) income		26,855	(55,700)	(28,845)	91,350
Transfer between funds		-	-	-	-
Net movement in funds		26,855	(55,700)	(28,845)	91,350
Fund balances at 1 April 2022		261,539	172,151	433,690	342,340
Fund balances at 31 March 2023		288,395	116,450	404,845	433,690

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 20 to 30 form part of these financial statements.

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	11		117,480		132,945
Current assets					
Debtors	12	141,250		41,789	
Cash at bank and in hand		385,644		330,898	
		526,894		372,687	
Creditors: amounts falling due within one year	13	239,529		71,942	
Net current assets			287,365		300,745
Total assets less current liabilities			404,845		433,690
Net assets			404,845		433,690
Funds					
Restricted	14		116,450		172,151
Designated Property Reserve	14	34,069		39,069	
Unrestricted Funds – General Reserve	14	254,326		222,470	
			288,395		261,539
TOTAL FUNDS			404,845		433,690

For the year ended 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

(i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
(ii) 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 for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the members of the committee and are signed on their behalf by:

Elaine Hobson Elaine Hobson **Date: 31st August 2023**
Chair of Trustees
Company Registration Number: 07171357

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information
Womens Work Derbyshire is a company limited by guarantee not having share capital. The company's registered office is The Convent, 11 Bridge Gate, Derby, DE1 3AU. At the end of the year there were 6 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the company Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	**Annual rate**
Building Renovations	10%
Fixtures & Fittings	20%
Equipment	25%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Donations

	Unrestricted Funds	**Restricted Funds**	**Total Funds Year ended 31 March 2023**	Total Funds Year ended 31 March 2022
	£	**£**	**£**	£
Integral MEP Ltd	**4,625**	-	**4,625**	5,000
Kings Fund	-	-	-	3,000
ECA Summer Ball	**1,186**	-	**1,186**	2,160
Sundry Donations	**11,829**	-	**11,829**	9,097
	17,640	-	17,640	19,257

4. Grants receivable

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2023	Total Funds Year ended 31 March 2022
	£	£	£	£
29th May Charitable Trust	-	5,000	5,000	-
AB Charitable Trust	20,000	-	20,000	-
All Saints Trust	-	1,000	1,000	-
CAFCASS	-	21,870	21,870	15,005
Charles Hayward	-	6,250	6,250	-
Child Contact Centre	57,333	-	57,333	22,027
Derby City Council	-	7,660	7,660	-
Derby City Council/Derby Homes	-	19,813	19,813	-
Derbys Comm NHS Trust	12,322	-	12,322	13,494
Derbys, Leics, Notts and Rutland CRC	-	-	-	38,507
Garfield Weston Foundation	-	17,500	17,500	40,000
Henry Smith Charity	-	40,000	40,000	
Leathersellers Company Charitable Trust	-	10,000	10,000	20,000
Lottery Community Fund (Small Grant)	-	9,989	9,989	
Lottery Community Fund (Main Grant)	-	58,902	58,902	110,085
MOJ CRS Women's Services	-	313,990	313,990	342,223
NACCC/MOJ Grant	-	2,500	2,500	
European Social Fund & Lottery	-	91,355	91,355	112,617
PCC Women's Services	-	33,350	33,350	48,822
Souter Charitable Trust	-	2,000	2,000	-
Trusthouse Charitable Foundation	-	30,440	30,440	-
University of Derby	2,000	-	2,000	-
Anonymous Donor	-	-	-	22,495
Bernard Sunley Foundation	-	-	-	7,500
Children In Need	-	-	-	8,388
HMRC CJRS	-	-	-	1,479
Lloyds Bank Foundation	-	-	-	10,950
PCC Security Fund	-	-	-	6,148
Tudor Trust	-	-	-	10,000
	-	-	-	-
	91,655	671,619	763,274	829,740

5. Other income

	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Sundry income	2,117	2,523
	2,117	2,523

6. Investment income

	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Bank interest receivable (unrestricted)	604	40

7. Analysis of expenditure

	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Wages & salaries	683,581	618,954
Project resources	8,496	10,117
Evaluation Fee	(721)	6,000
General running expenses	37,988	35,340
Depreciation & Equipment	19,921	26,201
Rent, Rates & Maintenance	16,968	16,300
Travel	5,938	2,556
Training and recruitment	8,597	7,822
Professional fees and insurance	12,564	15,131
Utilities	16,891	10,807
Volunteers expenses	2,257	5,278
Building Renovation Costs	-	5,704
	812,480	760,210

	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Unrestricted	85,161	45,509
Restricted	727,319	714,701
	812,480	760,210

8. Net (expenditure)/income

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

	2023 £	2022 £
Independent Examiner's Fees	1,200	1,200

9. Directors and key management personnel

During the year none of the trustees were reimbursed for out of pocket expenses

The trustees did not receive any remuneration during the year.

The key management personnel of the charity consist of the trustees and the senior management team. The total employment benefits of the key management personnel were £81,562

10. Employees

The average monthly number of persons employed during the year was

	Year to 31 Mar 2023 No	Year to 31 Mar 2022 No
Charitable activities	24	22
Administration	4	4
	28	26

Employment costs

The aggregate payroll costs were:

	Year to 31 Mar 2023	Year to 31 Mar 2022
	£	£
Wages and salaries	617,985	557,440
Social security costs	45,067	41,447
Pension	20,529	20,067
	683,581	618,954

No employee earned more than £60,000 per annum.

11. Tangible Fixed assets

	Building Renovation	Computer Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost				
At 1 April 2022	167,623	7,510	2,436	177,569
Additions	-	-	1,982	1,982
At 31 March 2023	**167,623**	**7,510**	**4,418**	**179,551**
Depreciation				
At 1 April 2022	36,201	7,510	913	44,624
Depreciation charge	16,762	-	685	17,447
At 31 March 2023	**52,963**	**7,510**	**1,598**	**62,071**
Net Book Value				
At 31 March 2023	**114,660**	**-**	**2,820**	**117,480**
At 31 March 2022	**131,422**	**-**	**1,523**	**132,945**

12. Debtors

	2023	2022
	£	£
Trade Debtors	124,611	35,033
Prepayments & Accrued Income	16,639	6,756
	141,250	41,789

13. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Creditors	7,676	1,370
Accruals	28,791	29,991
Deferred Income	203,062	40,581
	239,529	71,942
Deferred income brought forward	40,581	69,333
Brought forward released to SOFA	(40,581)	(69,333)
Deferred income received in year	203,062	40,581
Deferred income carried forward	203,062	40,581

14. Statement of funds

	At 1 April 2022	Incoming	Outgoing	Transfer between funds	At 31 March 2023
	£	£	£	£	£
Unrestricted Funds-General Reserve	**222,470**	112,016	(80,161)	-	254,326
Designated Property Reserve	**39,069**	-	(5,000)	-	34,069
Total Unrestricted funds	**261,539**	**112,016**	**(85,161)**	-	**288,395**
Lottery Community Fund	-	**58,902**	**(51,028)**	-	**7,874**
Derby Leics Notts and Rutland CRC	**24,013**	-	**(24,013)**	-	-
Henry Smith	-	**40,000**	**(40,000)**	-	-
MOJ CRS Women's Services	**32,000**	**313,990**	**(345,990)**	-	-
Clothworkers' Foundation (Capital)	**27,349**	-	**(3,500)**	-	**23,849**
Anonymous Trust (2) (Capital)	**19,535**	-	**(2,500)**	-	**17,035**
Bernard Sunley Foundation (Capital)	**26,442**	-	**(3,000)**	-	**23,442**
PCC Women's Services	-	**33,350**	**(33,350)**	-	-
European Social & Lottery Community Fund 2nd	**26,884**	**91,354**	**(103,212)**	-	**15,026**
Garfield Weston	-	**17,500**	**(8,396)**	-	**9,104**
Trusthouse Charitable Foundation	-	**30,440**	**(30,440)**	-	-
Leathersellers Company	**10,000**	**10,000**	**(20,000)**	-	-
Charles Hayward Foundation	-	**6,250**	**(2,292)**	-	**3,958**
Lottery Community Fund (Counsellor)	-	**9,989**	**(9,989)**	-	-
29th May Charitable Trust	-	**5,000**	**(5,000)**	-	-
Souter Charitable Trust	-	**2,000**	**(2,000)**	-	-
NACCC/MOJ Grant	-	**2,500**	**(2,500)**	-	-
All Saints Trust	-	**1,000**	**(503)**	-	**497**
Derby City Council	-	**7,660**	**(3,774)**	-	**3,886**
Derby City Council/Derby Homes	-	**19,813**	**(10,192)**	-	**9,621**
CAFCASS	**5,928**	**21,870**	**(25,640)**	-	**2,158**
Total Restricted funds	**172,151**	**671,619**	**(727,319)**	-	**116,450**
Total Funds	**433,690**	**783,635**	**(812,480)**	-	**404,845**

Women's Work received core funding from the Henry Smith Charity, Garfield Weston, the AB Charitable Trust, the Leathersellers Company and the 29th May Charitable Trust.

The All Saints Trust has contributed towards project and workshop resources.

The balance brought forward figures for the Clothworkers' Foundation, the Bernard Sunley Foundation, the Anonymous Trust (2) and the Designated Property Reserve have all been fully utilised and capitalised under building renovations. The balance will be written off over 10 years in line with our depreciation policy.

The Lottery Community Fund supports the Heart of Women's Work Project which offers effective support for vulnerable women using a holistic approach. We also received a grant to contribute towards the salary and supervision costs of a counsellor.

The European Social Fund and Lottery Community Fund have supported the Opportunity and Change Programme. This works with individuals to create a tailored package of support that will assist with a range of needs including accommodation, mental healthcare, education and help with returning to work.

We have a contract with the MOJ Commissioned Rehabilitative Services (CRS), for women's Specific services. Working across a variety of pathways, we aim to reduce reoffending in Derby and Derbyshire.

The Trusthouse Charitable Foundation and the Charles Hayward Foundation are both providing funds for a project worker. While the Souter Charitable Trust and NACCC/MOJ are contributing towards salary costs.

The Police and Crime Commissioner awarded funding for our work in the area of domestic abuse by contributing towards project worker and counselling costs.

Derby City Council are funding counsellor salary costs and both Derby City Council and Derby Homes are funding a project to help women with complex needs. Both of these projects started in January 2023.

We continue to receive funding from CAFCASS to support the ICFA service for child contact.

15. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General Funds	19,085	235,241	254,326
Designated Building Reserve	34,069	-	34,069
Restricted funds			
Clothworkers Foundation	23,849	-	23,849
Bernard Sunley Foundation	23,442	-	23,442
Anonymous Trust (2)	17,035	-	17,035
Lottery Community Fund	-	7,874	7,874
European Social & Lottery Community Fund 2nd	-	15,026	15,026
Garfield Weston	-	9,104	9,104
CAFCASS	-	2,158	2,158
Charles Hayward Foundation	-	3,958	3,958
Derby City Council (Counsellor)	-	3.886	3,886
Derby City Council and Derby Homes	-	9,621	9,621
All Saints Trust	-	497	497
	117,480	287,365	404,845

16. Related party transactions

The charity had no related party transactions that required disclosure.

WOMENS WORK (DERBYSHIRE) LIMITED

England & Wales - Charity number 1135740

Accounts

WOMENS WORK (DERBYSHIRE) LTD

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

FOR THE PERIOD ENDED

31 MARCH 2022

Charity Number: 1135740
Company Number: 07171357

WOMENS WORK (DERBYSHIRE) LTD

FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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WOMENS WORK (DERBYSHIRE) LTD

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

YEAR ENDED 31 March 2022

The Executive Committee
(Board of Trustees)

Elaine Hobson	Chair
Marianne Connally	Vice Chair
Victoria Tabiner – Appointed 9th November 2021	Treasurer
Louisa Day – Appointed 5th October 2021	
Carol Powell – Appointed 5th October 2021	
Megan Graham – Appointed 5th October 2021	
Emma Cox – Appointed 18th November 2021	
Alison Rees-Jones – Appointed 25th January 2022	
Hilary Coyle – Resigned 27th July 2021	
Heather Ingram – Resigned 9th November 2021	
Lee Stuart Outhwaite – Resigned 27th April 2021	
Rosamund Kershaw – Resigned 27th July 2021	
Melissa Dean – Resigned 27th April 2021	
Ingrid Sanfey – Resigned 27th April 2021	
Gillian Foxcroft- Resigned 17th August 2021	

Company Secretary	Dionne Reid
Chief Executive	Dionne Reid
Registered Office	The Convent 11 Bridge Gate Derby DE1 3AU
Independent examiner	Derby Community Accountancy Service Babington Lodge 128 Green Lane DE1 1RY

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2022

Introduction to Women's Work

Since 2003, Women's Work have built a sound reputation as a professional service provider working with and supporting the most vulnerable and disadvantaged women and their families living in Derbyshire. We have achieved positive outcomes for the large majority of individuals that we work with. Our aim is to work with individuals holistically to address the root causes of the issues they present with. We operate services all across the County, with our main office being situated in a beautiful building, conveniently located in Derby City Centre.

We meet our aims and objectives through a mixture of contracts, fund-raising events, sponsorships and income generating activities. Our values are embedded into everyday life via our policies and procedures, which articulate those behaviours that represent the culture of our organisation.

Our Mission

Our mission is to offer support to the most vulnerable women and families by providing them with essential skills and the confidence to truly flourish in life. We provide personalised, holistic and person-centred support, to improve mental well-being and support access to other facilities and services and act as a springboard to a healthier and happier lifestyle.

Our Values

- **Non-Judgemental** - We provide non-judgemental support to women no matter their circumstances
- **Inclusive** - Women of all ages and backgrounds may need help to overcome barriers towards a safe & healthy future
- **Reliable** - We never turn a woman in need away and will signpost to the appropriate organisations for extra support if we cannot provide the help she needs.
- **Professional** – We are accountable and transparent about the outcome of our programmes and impact of investments from funders and support networks.
- **Creative** - We pioneer approaches and are open to developing partnerships that will enable us to better the lives of the many women who benefit from our services
- **Holistic** - We support the whole person—not just one issue– assessing each service users specific needs and working with them as long as they need

A MESSAGE FROM THE CHAIR OF TRUSTEES

I feel very honoured to be the Chair of this fantastic charity and I would first like to thank all my fellow Board members for all their hard work and commitment to their roles. I would also like to personally thank all the staff, volunteers, peer mentors and all the charity's supporters for their efforts and commitment, it is so much appreciated.

In particular, I would also like to thank everyone who has come to the charity for help or assistance and for trusting us to be part of their journey forward.

The charity still recognises the on-going issues that COVID presents to us all. We continue to be very flexible in the delivery of our many services and try very hard to make everything we offer available to those who need our help and support.

The current world problems are affecting us all, and we as a charity, realise there will be very many challenges in this next year. This will be especially true in regard to future funding applications and the financial cost of delivering our services with all the said pressures on the charity's finances, but we are thankfully in a strong financial position for the year ahead.

We are investigating possible other ways to deliver our services, perhaps working together with other organisations.

Despite all the challenges ahead, with our strong, committed Board and the fantastic work of all those involved in this fabulous organisation, the future is bright and very hopeful.

Thank you to all our funders, donors, supporters, ambassadors, volunteers, advisors, peer mentors, staff and fellow trustees for their on-going commitment to making a positive difference for those in need of our help.

CEO'S REFLECTION

As I look back on another unprecedented year, I am in awe of the resilience that all involved with Women's Work have demonstrated to ensure we continue with business as normal. That has been a theme for us here at WW over the past 2 years starting with a huge relocation project during the initial lockdown in response to COVID 19. Our goal has been ensuring that every woman and family have a point of reference in times of desperate need. I am very proud of our achievements to date and particularly how the team have demonstrated a positive can-do mind set and flexibility. I am delighted to welcome on board a fantastic new cohort of Trustees who have joined the charity at a critical time of growth and development.

After a significant period of growth over the past year, we now enter a period of consolidation with much needed new energy from new team members and Trustees, who are embracing the vision and ambitions set out in our new 5 year strategy. I still believe we are yet to see the wider fallout of COVID and the impact the measures taken to manage it will have on our local community, particularly around mental health and general well-being, I also expect the numbers experiencing extreme poverty to increase. Funding our key activities will also be a challenge, as attention is diverted away from many home issues to the wider world, hence the success of our new family contact centre could not be more timely, bringing in some much needed unrestricted funds supporting core activity.

What I am certain of, is that we will continue to be agile and forward thinking, ensuring we continue to provide exemplary services to all our beneficiaries, whatever the external environment presents us with.

Key achievements this year include:

- A review and redesign of our core delivery model and referral pathway
- Evaluation of the Heart of Women's Work Project
- Implementation of our Turn Around Offender Contract
- Implementation and set up of our new Family Contact Centre
- Achieving accreditation for Cyber Essentials Plus
- Achieving Charity Excellence accreditation
- Reinstating all onsite meetings and activities
- Recruiting and inducting **6** new Trustees
- Recruiting and inducting **7** new members of Staff
- And at the heart of everything we do, supporting **1038** adults and **92** children

WORKSHOPS & ACTIVITIES

The Workshops & Activities at Women's Work were created to provide a user-defined combination of informative and educational courses, leisure activities and accredited awareness programmes. The main aim was to increase the wellbeing and confidence of our service users, with the primary goal being to increase their life aspirations and their confidence. We have managed to maintain onsite face to face delivery as-well as enhance our provision via telephone and virtual sessions. **282 i**ndividual women completed one or more of our workshops.

Workshops delivered this year include:

- **The Freedom Programme:** Provides therapeutic support for domestic abuse victims through a 12-week course
- **Rest Relax & Recycle:** Gardening for wildlife and well-being
- **Check in and Chat:** Informal telephone support
- **Life Skills Programme:** Improving self-esteem, resilience and communication skills
- **Grief Therapy Group:** Run by our qualified psychotherapist developing strategies to manage loss
- **Calm Your Mind:** Exploration of techniques to find and promote emotional freedom and wellbeing
- **Tea, Toast & Chat:** A casual atmosphere for ladies to socialise, make connections and gain support and advice
- **Yoga:** Therapeutic sessions that encourages relaxation and tranquillity
- **Arts & Craft:** Learning creative and unique ways to express oneself through art
- **Parenting Programme:** Informative sessions to improve parenting skills, encouraging positive behaviours in children
- **Coffee Morning:** A positive place for mothers to bring their children from ages 0-5 for socialising and play
- **Teen Links:** Informative sessions for teenagers aged 16-18 to learn about essential life topics and gain support if needed
- **Healthy Emotions:** Explores emotional health & well-being and supports women to have a better understanding of emotions and behaviours
- **Healthy Relationships:** Explores the definitions of healthy and unhealthy relationships and understanding how to recognise them in own lives
- **WEA Mediation & Mindfulness**
- **Working with Trauma:** Delivered by our staff to professionals
- **Change Programme:** Improving life skills, including self-esteem & confidence, building resilience, setting boundaries and communication skills

HEART OF WOMEN'S WORK (HOWW)

HOWW stands for Heart of Women's Work and, as the name suggests, it was developed to respond to the identified need for a holistic and person-centred programme for the most vulnerable and hard to reach women in the Derby & Derbyshire. HOWW aimed to help women address their issues & barriers at the earliest possible stage. For example, a woman may be affected by domestic violence; lack financial independence or be in debt; be struggling with mental health and or low self-esteem; be dependent on drugs or alcohol; as well as problems managing relationships and parenting. A part of this programme is to train and develop Peer Mentors with lived experience. This year **4** Peer Mentors have remained active and completed relevant training.

Project Activities

Despite COVID restrictions we have still been able to provide our tailored, holistic support, to women on the HOWW project.

- 576 women received 2017 sessions of telephone support
- 299 one to one support sessions
- 113 women received advice and help with finance and debt problems
- 145 women received support with Mental Health and/or Attitudes, Thinking and Behaviour challenges
- 338 women received support & advice around Abuse, Rape and Domestic Violence (not including Freedom attendance)
- 108 women received support with accommodation issues
- 220 women received support with Families and Relationships (not including attendance to the Positive Parenting Programme)
- Attended/ completed the Freedom Programme

HOWW Survey Results

- 97% felt supported around the issues they presented to Women's Work with
- 88% have felt less isolated since attending sessions at Women's Work
- 93% have experienced improved self-esteem as a result of engaging with Women's Work
- 94% have experienced increased confidence as a result of engaging with Women's Work
- 97% felt better able to achieve their personal goals as a result of attending Women's Work activities

TURN AROUND PROJECT

On 26th June 2021, Women's Work's Turn Around Project began delivery of the Commissioned Rehabilitative Services (CRS) – Women's Specific Services funded by The Ministry of Justice, working in partnership with Her Majesty's Prison and Probation Service. The new proactive and holistic service takes a structured and trauma-informed approach to address criminogenic need, by providing a tailored package of support to female offenders residing in Derbyshire to break the cycle of reoffending. The team work with women within the Criminal Justice System, serving custodial sentences and community orders on 8 different categories of need including; with needs assessed on complexity.

- Accommodation (pre-release and community category)
- Dependency and Recovery
- Education, Training and Employment
- Finance, Benefits and Debt
- Emotional Wellbeing
- Family and Significant Others
- Lifestyle and Associates
- Social Inclusion (pre-release category only)

Summary of Project Achievement's

Since the contract commencement date, we have received 343 referrals, 291 of those are unique referrals. We have faced an on-going issue of over-subscription of categories and outcomes selected in referrals; resulting in a waiting list. However, we have worked hard to influence quality, realistic and achievable referrals and as a result have been able to abolish the waiting list and have significantly reduced the over-performance figure from 246% in the first month to 108% in the final month.

"The support that I have received during my time at Women's Work has been very useful and life changing for me more so than ever. I have gained self-esteem, well-being and confidence. My one to one support in finding what enables my growth in life e.g., Life Skills, Healthy Emotions and the Freedom Programme and Karen has been an eye opener. The facilitators are excellent, and the programmes are excellent and well thought through. I have been fortunate to be a part of the groups and my knowledge and understanding has improved including my life style, mental health and reasoning. Thank you so much because it was through Women's Work that I have gained this understanding. Every group and project have been well organised and I am proud to be a part of it. Thanks for all your support and effort in pulling me through my toughest of times. I can't think of any changes cos you have all in good order."

OPPORTUNITY AND CHANGE PROJECT

The Opportunity and Change Project has been delivered by Women's Work since 2016 and has expanded to South Derbyshire areas in 2019. O&C is an employment focused project for individuals with multiple complex needs. It is delivered by a partnership of community-based organisations across the East Midlands. The overall aim of the project is to support women who present with multiple support needs, become socially and economically included through access to education, training and employability related opportunities. The Project is funded by the European Social Fund and the National Lottery Community Fund.

Programme Activities

The O&C Project has continued to provide an invaluable service to women across Derby and South Derbyshire over the last 12 months. The support and interventions offered have been a vital lifeline to our female participants, particularly in the wake of the effects of the prolonged pandemic, when many other support agencies have still not re-opened during this year.

Navigators have supported **63** participants in total, with **30** of those joining the Project within the last year, and carried out **519** appointments. Total figures for identified support needs included: Mental health: **62**, Substance misuse: **37,** Offending behaviour: **19**, domestic abuse: **63** and housing support: **22**. This demonstrates the positive impact the Project has had in improving employability aspirations for participants in terms of training, job searching and securing employment.

"Having a Personal Navigator for me has been really good as she has helped me build my confidence and see that I am able to have a better future. Being able to have one to one support and focus on the aspects where I need that support and help has made a tremendous difference to me and for my life overall."

THE LINK WORK FAMILY CONTACT CENTRE

The Link Work Contact Centre provides a safe and neutral space for children living in separated families to meet with their non-resident parent or other family members. The contact centre provides both supported and supervised contact sessions. The primary focus of the work carried out is based around the welfare of the children. It is run by a team of fully trained Women's Work staff and volunteers who work independently from the courts, social services or any statutory agency. You might need to use the Link Work Contact Centre, if you and your former partner no longer wish to see each other, if you cannot agree on times and venues for contact to take place or the court may have issued a contact order directing contact to take place at a contact centre.

94 adults and **40** children have accessed the centre with **211** contact sessions, lasting on average 2 hours, and improving family relationships.

Improving Child and Family Arrangements (ICFA)

This service is designed by Cafcass to help families agree safe, beneficial, and sustainable 'spending time with' arrangements when they are finding it difficult to do so on their own. The Proposed Work Plan (PWP) is compiled by Women's Work staff who work collaboratively with parent/carers and child/ren to agree the PWP. This outlines the proposed planned work which is delivered over a **40** day period aims to meet the intended outcomes noted within the ICFA referral form. **18** families have completed successful programmes of work.

Review of key activities:

- Devise agreed Proposed Work Plans for the children and parents involved.
- Facilitate direct 1-2-1 work with separated parents in order to improve understanding of the importance of the child's relationship with both parents, including the fundamental principles of how to manage conflict and difficulties.
- Facilitate direct 1-2-1 work with children to address and overcome barriers in order to improve and maintain positive relationships with separated parents and families.
- Provide and facilitate 'spending time with' supported and supervised contact sessions for children and their families.
- Providing reports when required for all parties including: parents, social workers, solicitors and Family Court Advisors

"With it being such a hard time and it being in a new environment for both me and the kids. I was so happy and relieved with the contact centres warmth towards us. Making a potentially difficult situation simply amazing!"

COUNSELLING SERVICE

The Counselling Service was introduced, and developed to offer additional support to women who are accessing the main supporting programmes within the charity. At their request they are referred by their project worker, and each referral is picked up by the Counselling Coordinator to contact, assess and allocate as necessary.

There are currently **7** counsellors volunteering for Women's Work and, and one employed counsellor for 14 hours per week, to work with a total of **9** clients per week. **4** counsellors are fully qualified, and **4** are in training with a view to complete their training within the next year. There is a vacancy for **2** more counsellors. In the last year we have had four enquiries for counselling placement, of which two were appointed.

There are a variety of modalities within the team, CBT (Cognitive Behaviour Therapy) PCT (Person Centred Therapy) and Psychodynamic, and Integrative. The counsellors bring their own unique modality, experience and skills. Additional to counselling during office hours, we also provide work for two hours on a Wednesday evening over the telephone for clients who cannot access face to face counselling due to work or childcare commitments. This is currently carried out by one of the more experienced counsellors.

We have provided 548 hours of therapy this year.

"I have had counselling and therapy previously both privately and on the NHS. Unfortunately, the therapy I received was not that helpful. I am really pleased that women's work has been able to support me and have really helped me over the last year through what has been the most difficult time in my life. My counsellor was an excellent match and was so supportive to my needs and she has helped me achieve my goals and grow as an individual. I am very grateful to her for all her help and support"

JENNY'S STORY

I was served a Possession Order for non-payment of rent and was evicted from my private accommodation with my 2 sons. I went to stay at my mums, but this was not suitable as a long-term option. I was supported by Ellie to contact the council and was placed in a B&B whilst a decision was made whether I made myself intentionally homeless. Ellie supported me to provide proof of rent payments from over the last couple of years.

The whole situation was extremely overwhelming and really triggered my mental health to escalate. Ellie supported me to attend appointments with the Mental Health Team and also completed the Healthy Emotions Programme with me one on one.

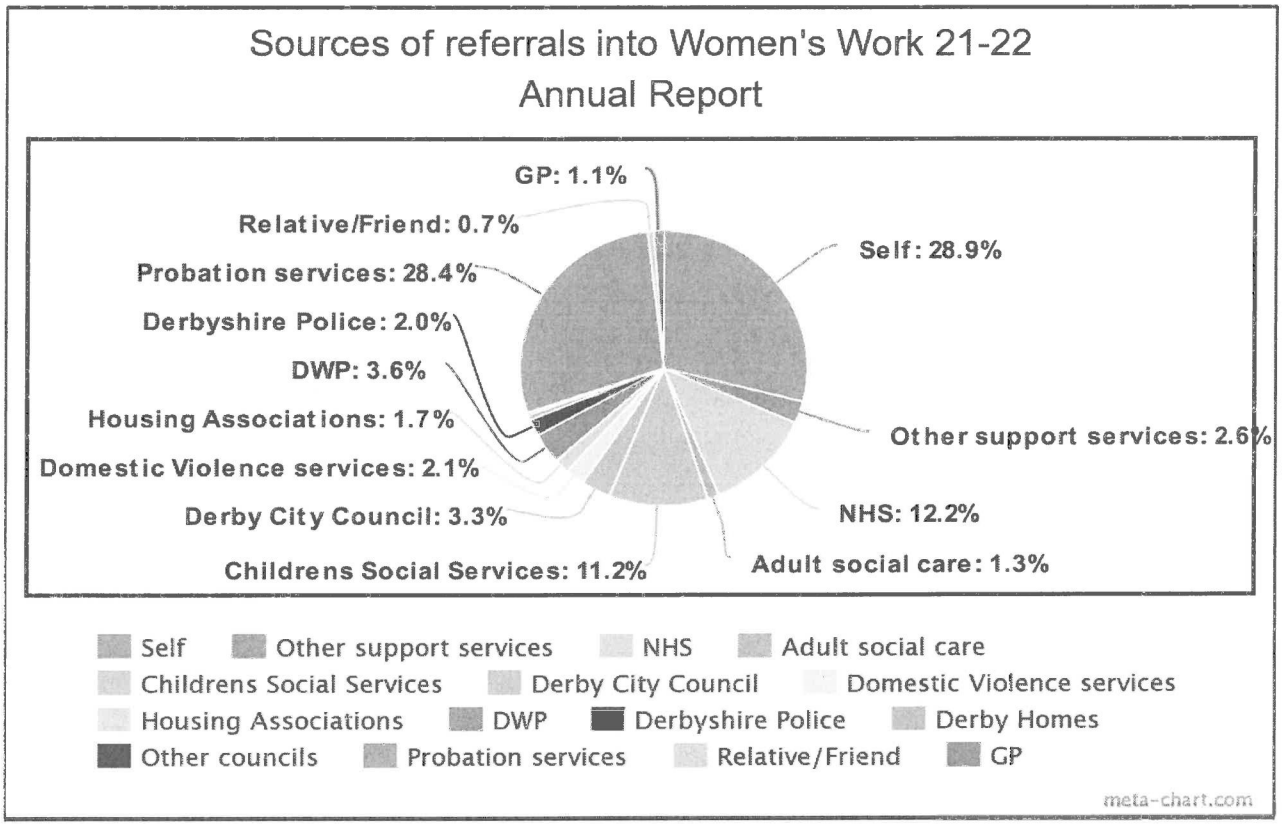
In addition to rent arrears I was also in debt and had not been managing financially, Ellie and another place in Derby supported me to apply for a DRO, which was successful.

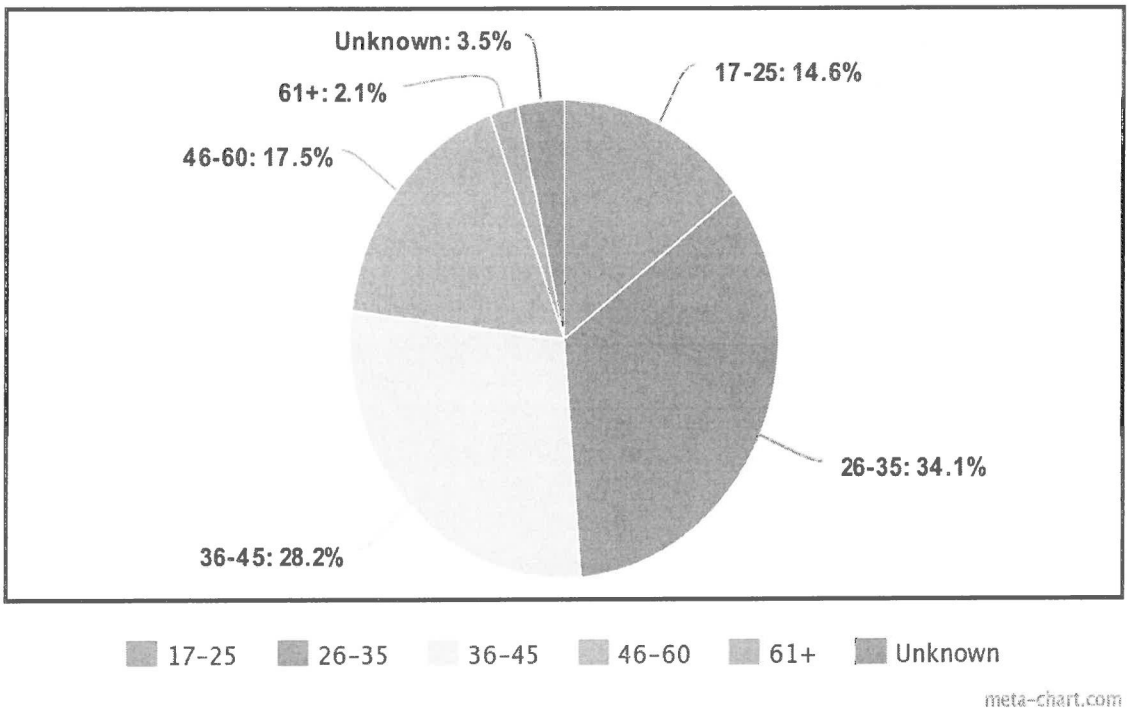
I was reluctant to attend Core Meetings with Children's Social Care, but Ellie encouraged and supported me to attend so I could voice my concerns and ask any questions to the professionals involved.

KAY'S STORY

Kay presented to Women's Work in February 2021 after recommendation from Derby Children's Social Services. Her youngest child had been placed in Local Authority Care, due to risk of harm and failure to safeguard the child from her abusive ex-partner. At her assessment she presented with a distrust of professionals and was very overwhelmed and upset at feeling she was having to prove herself as a fit parent by engaging with Women's Work. During her assessment Moira shared that she had been in abusive relationships before and has had previous children adopted and in foster care because of this. She struggled to see what impact this had had on her and her children. We agreed that she should attend Freedom Programme to enable her to understand and recognise the impact of domestic abuse on herself and her children.

Kay was worried about how she was going to afford to attend her appointments at WW, as she had very limited income and had to budget carefully to ensure she could afford travel costs to visit her children. We agreed that she could attend the virtual Freedom Programme, on a Tuesday evening, which would be delivered via Zoom.


Sources of referrals into Women's Work 21-22
Annual Report
GP: 1.1%
Relative/Friend: 0.7%
Probation services: 28.4%
Derbyshire Police: 2.0%
DWP: 3.6%
Housing Associations: 1.7%
Domestic Violence services: 2.1%
Derby City Council: 3.3%
Childrens Social Services: 11.2%
Self: 28.9%
Other support services: 2.6%
NHS: 12.2%
Adult social care: 1.3%
Self
Other support services
NHS
Adult social care
Childrens Social Services
Derby City Council
Domestic Violence services
Housing Associations
DWP
Derbyshire Police
Derby Homes
Other councils
Probation services
Relative/Friend
GP
meta-chart.com


Age profile of Service Users
Annual Report
Unknown: 3.5%
61+: 2.1%
46-60: 17.5%
17-25: 14.6%
26-35: 34.1%
36-45: 28.2%
17-25
26-35
36-45
46-60
61+
Unknown
meta-chart.com

34 women in prison benefitted from pre-release support
576 women received telephone support
102 food parcels were distributed
944 women have engaged this year
4 new peer mentors trained
92 children have been supported this year
326 women on the HOWW project received support around mental health
113 women received help with finance and debt issues
97% if beneficiaries are better able to achieve personal goals
338 women received support with abuse, rape and domestic abuse
220 women received support with families and relationships
189 women received support around accommodation
225 women completed the Freedom Programme Course
100% of parenting course attendees reported improved parenting skills
94% of women reported improved self-esteem and confidence

Satisfaction Survey Comments

- "Great course, makes me feel a lot more confident"
- "Think it's great from Shannon Farnsworth I appreciate everything u guys have learned me x"
- "I love Women's Work. I have gained so much knowledge & my confidence has improved, Women's Work is amazing, I would be lost without the support from the amazing staff"
- "Fantastic, life changing, really well projected. Learned so much, very powerful. Thankyou :)"
- "It's really good to share experiences and talk about situations with people who understand what you have gone/going through and who offer advice"
- "The support that I have received during my time at Women's' Work has been very useful and life changing for me more so than ever. I have gained self-esteem, well-being and confidence. My one to one support in finding what enables my growth in life"

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2022

Thank you to all our funders, partners, supporters and donors, who make our work possible and our service delivery partners, who enhance our work.

Our Funders

All Saints Trust

Bernard Sunley Foundation

CAFCASS

DLNR CRC

European Social Fund

Garfield Weston Foundation

Leathersellers' Company Charitable Trust

Lloyds Bank Foundation

Ministry of Justice

National Lottery Community Fund

Police & Crime Commissioner

The Clothworker's Foundation

Tudor Trust

Our Patrons

Elizabeth Fothergill CBE

Pauline Latham OBE MP

Our Ambassadors

Kim Morgan

Milly Holder

Our Partners

Adult Social Care

Children's Links

Community Action Derby

Derby City Mission

Derby Homes

Derbyshire Adult Learning Services (DALS)

Derbyshire Community Health Services

Derbyshire Constabulary

Derbyshire Wildlife Trust

East Midlands Women's Provide Network

Framework Housing

HM Prison & Probation Service

HMP Foston Hall

Job Centre Plus

Padley Centre

Skills Plus

St Martin's

The Longford Women's Institute

Workers Educational Association

Our Donors

Asda

Barefoot Coaching Ltd

Derby Food for Thought Alliance

Elmleigh & ECA Member Summer Ball

Graham Penny

Integral MEP Limited

The King's Fund

Morrisons

'1 in a million' Donors

Silent Auction Winner Alex Hall

Sarah Dogruel & Hannah Ruggins - Derby 10k

Everyone who took part in Spring into April

Women's Work
Turning a new leaf

OUR PEOPLE

Volunteers play an integral part of Women's Work and have done so since the organisation was established in 2003. Volunteers provide support to all staff, to ensure we have the capacity to meet the on-going needs of the women accessing the organisation.

Peer Mentors have also now established themselves as another integral part of the organisation. The initial aims of their role, was to support and encourage service users to engage with Women's Work and to help them to make positive and informed choices in their development. With volunteers not only do they continue to help new service users settle into our environment and work alongside project workers, they facilitate and run structured sessions, activities, workshops and drop- ins.

This year three of our longstanding volunteers were offered full and part- time positions within the organisation: Debra Wilson now works within the Turn Around Project as a Criminal Justice Support Officer as well as working at The Link Work Contact Centre, Ruby French is now a Project Worker, Claire Woolley's new role is as a counsellor within our Counselling Service.

Another young volunteer, Natalie Gordon, has been enrolled on the following course - BTEC Level 3 Diploma in Adult Social Care, whilst developing her skills as a support project worker.

We continue to invest in our people with a programme of training and development open to all. Many staff have moved into more senior and management roles within the agency as part of a restructure and implementation of new projects. The whole team have worked extremely hard over the past year and managed the complexities of rapid change and growth within the agency remarkably well. We are very proud of them

Financial Review

Women's Work continues to be funded by a combination of contracts, grants, trust funding and fund-raising activities. To support this income, we endeavour to generate our own income to be able to spend on the charity's projects or to increase our Reserves. In the last year, we started to offer private child contact sessions to support the CAFCASS contract ICFA work. These have proved very successful over the past few months and we anticipate that it will generate income of around £30,000 in the next financial year.

Women's Work received unrestricted income of £77,591 this year, an increase of £23,891. The increased income was mainly due to the development of the Child Contact Centre. We also received unrestricted income from a Tudor Trust grant, contract income from Derbyshire Community NHS Trust and incentive payments for exceeding target volume thresholds.

Restricted income increased by £98,328, this was as a result of the start of the new MOJ contract for Commissioned Rehabilitative Services (CRS), women's specific offender services. This is a significantly larger contract than our previous offender management contracts and will increase both restricted income and expenditure in this financial year and in future years.

Expenditure increased to £760,210, an increase of £92,602 primarily due to the new MOJ CRS women's services contract. Insurance cover and IT compliance accreditation requirements for the new government contract have inevitably increased our running and overhead costs. However, Women's Work continues to closely manage all expenditure in order to offset any cost increases, either due to contractual requirements or inflation levels.

At the end of March 2022 Restricted Funds were £172,151 of which £73,326 related to fixed assets. Due to COVID delivery restrictions there were significant underspends on external room hire and travel costs. Where possible, we have moved any underspends forward towards next year's direct delivery costs. The Unrestricted Fund balance was £261,539 at the end of the year. This was made up from the Designated Property Reserve of £39,069 and the General Fund of £222,470. Fixed assets represented £59,619 of the total Unrestricted Fund balance giving Women's Work General Free Reserves of £201,920.

Reserves Policy

The charity has a reserves policy which aims to hold three months running costs in reserves. Women's Work we will work towards increasing reserves to at least four months running costs. It is essential that the charity maintains a good level of reserves so it can continue to fulfil the objectives in supporting service users and delivering workshops and projects.

Risk Management Policy

The trustees have reviewed the major and financial risks that impact on the work of the charity. The systems that have been established enable the trustees to review and take the necessary steps to lessen these risks.

Independent examiner
Kevin Parkinson FCA was appointed independent examiner in the year.

Kevin Parkinson FCA will continue in office as independent examiner for the ensuing year.

Small company provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act.

Registered Office:

The Convent
11 Bridge Gate
Derby
DE1 3AU

Signed on behalf of the trustees

Elaine Hobson

Elaine Hobson
Chair

Approved by the trustees on 28.9.22

WOMENS WORK (DERBYSHIRE) LTD

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 MARCH 2022

Independent Examiner's Report to the Trustees of Womens Work (Derbyshire) Ltd
I report on the accounts of the company for the year ended 31 March 2022 which are set out on pages 20 to 32.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement
My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirement

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met;
  or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kevin Parkinson FCA Date 23.9.2022
Derby Community Accountancy Service
Babington Lodge,128 Green Lane
Derby DE1 1RY

WOMENS WORK (DERBYSHIRE) LTD

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 March 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 March 2022 £	Total Funds Year to 31 March 2021 £
Income from:					
Donations	3	**19,257**	-	**19,257**	5,566
Charitable activities	4	**55,771**	**773,969**	**829,740**	719,929
Other income	5	**2,523**	-	**2,523**	3,778
Investment income	6	**40**	-	**40**	68
Total incoming resources		77,591	773,969	**851,560**	729,341
Expenditure on:					
Raising funds		-	-	-	-
Charitable activities	7	**45,509**	**714,701**	**760,210**	667,608
Total expenditure		**45,509**	**714,701**	**760,210**	667,608
Net (expenditure) income		**32,082**	**59,268**	**91,350**	61,733
Transfer between funds		-	-	-	-
Net movement in funds		**32,082**	**59,268**	**91,350**	61,733
Fund balances at 1 April 2021		**229,457**	**112,883**	**342,340**	280,607
Fund balances at 31 March 2022		**261,539**	**172,151**	**433,690**	342,340

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 22 to 32 form part of these financial statements.

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	11		132,945		148,390
Current assets					
Debtors	12	41,789			53,653
Cash at bank and in hand		330,898			250,955
		372,687			304,608
Creditors: amounts falling due within one year	13	71,942			110, 658
Net current assets			300,745		193,950
Total assets less current liabilities			433,690		342.340
Net assets			433,690		342,340
Funds					
Restricted	14		172,151		112,883
Designated Property Reserve	14	39,069		44,069	
Unrestricted Funds – General Reserve	14	222,470		185,388	
			261,539		229,457
TOTAL FUNDS			433,690		342.340

For the year ended 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

(i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
(ii) 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 for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the members of the committee and are signed on their behalf by:

Elaine Hobson

28.9.22

Elaine Hobson
Chair of Trustees
Company Registration Number: 07171357

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information
Womens Work Derbyshire is a company limited by guarantee not having a share capital. The company's registered office is The Convent, 11 Bridge Gate, Derby, DE1 3AU. At the end of the year there were 8 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the company Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	**Annual rate**
Building Renovations	10%
Fixtures & Fittings	20%
Equipment	25%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Donations

	Unrestricted Funds	**Restricted Funds**	**Total Funds Year ended 31 March 2022**	Total Funds Year ended 31 March 2021
	£	**£**	**£**	£
Integral MEP Ltd	**5,000**	-	**5,000**	-
Kings Fund	**3,000**	-	**3,000**	-
ECA Summer Ball	**2,160**	-	**2,160**	-
William Grant	-	-	**0**	1,000
Sundry Donations	**9,097**	-	**9,097**	4,566
	19,257	-	**19,257**	5,566

4. Grants receivable

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2022	Total Funds Year ended 31 March 2021
	£	£	£	£
Derbys,Leics,Notts,and Rutland CRC	**10,250**	**28,257**	**38,507**	132,554
Anonymous Donor (1)		**22,495**	**22,495**	29,993
Lloyds Bank Foundation		**10,950**	**10,950**	28,769
Children In Need Grant New		**8,388**	**8,388**	27,878
Children In Need COVID Grant				3,000
Garfield Weston Foundation		**40,000**	**40,000**	40,000
Leathersellers Company Charitable Trust		**20,000**	**20,000**	20,000
Derbys Comm NHS Trust	**13,494**		**13,494**	13,788
Charities Aid Foundation				20,833
Ministry of Justice				46,500
Tudor Trust 1				7,500
Tudor Trust 2	**10,000**		**10,000**	10,000
Tudor Trust 3				2,000
Foundation Derbyshire				10,750
Bernard Sunley Foundation (Building)				3,000
Bernard Sunley Foundation (Core Costs)		**7,500**	**7,500**	2,500
European Social Fund & Lottery		**112,617**	**112,617**	103,722
Lottery Community Fund		**110,085**	**110,085**	106,335
Freemasons				2,000
HMRC CJRS		**1,479**	**1,479**	19,649
Martin Lewis COVID Fund				7,000
Lottery Community Fund (COVID)				17,773
PCC COVID funds				28,826
PCC Security Fund		**6,148**	**6,148**	2,652
Severn Trent				2,000
Smallwood Trust				25,621
Souter				2,000
Worth				2,686
Asda				600
Child Contact Centre	**22,027**		**22,027**	-
CAFCASS		**15,005**	**15,005**	-
MOJ CRS Women's Services		**342,223**	**342,223**	-
PCC Women's Services		**48,822**	**48,822**	-
	55,771	**773,969**	**829,740**	719,929

5. Other income

	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Sundry income	**2,523**	3,778
	2,523	**3,778**

6. Investment income

	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Bank interest receivable (unrestricted)	**40**	68

7. Analysis of expenditure (restricted)

	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Wages & salaries	**618,954**	502,674
Project resources	**10,117**	13,672
Evaluation Fee	**6,000**	2,900
General running expenses	**35,340**	35,928
Depreciation	**26,201**	34,045
Rent, Rates & Maintenance	**16,300**	27,616
Travel	**2,556**	1,933
Training and recruitment	**7,822**	14,295
Professional fees and insurance	**15,131**	8,345
Utilities	**10,807**	8,839
Volunteers expenses	**5,278**	1,022
Move Costs	**-**	1,198
Building Renovation Costs	**5,704**	15,141
	760,210	667,608

	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Unrestricted	**45,509**	**12,378**
Restricted	**714,701**	**655,230**
	760,210	667,608

8. Net (expenditure)/income

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

	2022 £	2021 £
Independent Examiner's Fees	**1,200**	1,200

9. Directors and key management personnel

During the year none of the trustees were reimbursed for out of pocket expenses

The trustees did not receive any remuneration during the year.

The key management personnel of the charity consist of the trustees and the senior management team. The total employment benefits of the key management personnel were £83,359

10. Employees

The average monthly number of persons employed during the year was

	Year to 31 Mar 2022 No	Year to 31 Mar 2021 No
Charitable activities	**22**	**19**
Administration	**4**	**4**
	26	23

Employment costs

The aggregate payroll costs were:

	Year to 31 Mar 2022	Year to 31 Mar 2021
	£	£
Wages and salaries	**557,440**	453,001
Social security costs	**41,447**	31,060
Pension	**20,067**	18,613
	618,954	502,674

No employee earned more than £60,000 per annum.

11. Tangible Fixed assets

	Building Renovation	Computer Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost				
At 1 April 2021	164,126	7,510	2,436	174,072
Additions	3,497	-		3,497
At 31 March 2022	**167,623**	**7,510**	**2,436**	**177,569**
Depreciation				
At 1 April 2021	19,468	5,788	426	25,682
Depreciation charge	16,733	1,722	487	18,942
At 31 March 2022	**36,201**	**7,510**	**913**	**44,624**
Net Book Value				
At 31 March 2022	**131,422**	**-**	**1,523**	**132,945**
At 31 March 2021	**144,658**	**1,722**	**2,010**	**148,390**

12. Debtors

	2022	2021
	£	£
Trade Debtors	35,033	42,368
Prepayments	6,756	11,285
	41,789	53,653

13. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Creditors	1,370	14,687
Accruals	29,991	26,638
Deferred Income	40,581	69,333
	71,942	110,658
Deferred income brought forward	69,333	63,993
Brought forward released to SOFA	(69,333)	(63,993)
Deferred income received in year	40,581	69,333
Deferred income carried forward	40,581	69,333

14. Statement of funds

	At 1 April 2021	Incoming	Outgoing	Transfer between funds	At 31 March 2022
	£	£	£	£	£
Unrestricted Funds-General Reserve	**185,388**	**77,591**	**(40,509)**	**-**	**222,470**
Designated Property Reserve	**44,069**	**-**	**(5,000)**	**-**	**39,069**
Total Unrestricted funds	**229,457**	**77,591**	**(45,509)**	**-**	**261,539**
Lottery Community Fund	**3,859**	**110,085**	**(113,944)**	**-**	**-**
Derby Leics Notts and Rutland CRC	**3,660**	**28,257**	**(7,904)**	**-**	**24,013**
Anonymous Trust (1)	**669**	**22,495**	**(23,164)**	**-**	**-**
Clothworkers' Foundation (Capital)	**30,849**	**-**	**(3,500)**	**-**	**27,349**
Children in Need Grant 3	**202**	**8,388**	**(8,590)**	**-**	**-**
CAFCASS	**-**	**15,005**	**(9,077)**	**-**	**5,928**
Lloyds Bank Foundation	**3,017**	**10,950**	**(13,968)**	**-**	**-**
Bernard Sunley Foundation (Capital)	**29,442**	**-**	**(3,000)**	**-**	**26,442**
Bernard Sunley Foundation (Core)	**2,500**	**7,500**	**(10,000)**	**-**	**-**
European Social & Lottery Community Fund 2nd	**12,247**	**112,617**	**(97,980)**	**-**	**26,884**
Anonymous Trust (2) (Capital)	**22,035**	**-**	**(2,500)**	**-**	**19,535**
Garfield Weston	**-**	**40,000**	**(40,000)**	**-**	**-**
PCC Women's Services	**-**	**48,822**	**(48,822)**	**-**	**-**
Leathersellers Company	**4,403**	**20,000**	**(14,402)**	**-**	**10,000**
PCC Security Funds	**-**	**6,148**	**(6,148)**	**-**	**-**
MOJ CRS Women's Services	**-**	**342,223**	**(310,223)**	**-**	**32,000**
HMRC CJRS	**-**	**1,479**	**(1,479)**	**-**	**-**
Total Restricted funds	**112,883**	**773,969**	**(714,701)**	**-**	**172,151**
Total Funds	**342,340**	**851,560**	**(760,210)**	**-**	**433,690**

We received core funding from Garfield Weston, Leathersellers Company, Lloyds Bank Foundation and the Bernard Sunley Foundation.

The balance brought forward for the Clothworkers' Foundation, the Bernard Sunley Foundation, the Anonymous Trust (2) and the Designated Property Reserve have all been fully utilised and capitalised under building renovations. The balance will be written off over 10 years in line with our depreciation policy.

The Lottery Community Fund supports the Heart of Women's Work Project which offers effective support for vulnerable women using a holistic approach.

Derbyshire, Leicestershire, Nottinghamshire and Rutland CRC fund the Turn Around Project which aims to reduce reoffending. Women's Work received bonus incentive payments for working with more women than the contract required.

The European Social Fund and Lottery Community Fund are supporting the Opportunity and Change Programme. This works with individuals to create a tailored package of support that will assist with a range of needs including accommodation, mental healthcare, education and returning to work.

Children in Need funded the Little Links Project supporting children affected by any family issues. These could be due to mental health issues, domestic abuse, parental substance or alcohol misuse, behavioural problems or feelings of isolation.

The Tudor Trust provided funding for salaries, workshop and project costs.

The Police and Crime Commissioner provided funding for our work in the area of domestic abuse by contributing towards project worker and counselling costs.

A new contract started with the MOJ Commissioned Rehabilitative Services (CRS), for women's specific services. This works with significantly larger volumes of women than the previous offender contracts to reduce reoffending.

15. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General Funds	20,550	201,920	222,470
Designated Building Reserve	39,069	-	39,069
Restricted funds			
Clothworkers Foundation	27,349	-	27,349
Bernard Sunley Foundation	26,442	-	26,442
Anonymous Trust (2)	19,535	-	19,535
Derbys, Leics, Notts, & Rutland CRC	-	24,013	24,013
European Social & Lottery Community Fund 2nd	-	26,884	26,884
Leathersellers Company	-	10,000	10,000
CAFCASS	-	5,928	5,928
MOJ CRS Women Fund	-	32,000	32,000
	132,945	300,745	433,690

16. Related party transactions

The charity had no related party transactions that required disclosure.

WOMENS WORK (DERBYSHIRE) LIMITED

England & Wales - Charity number 1135740

Accounts

WOMENS WORK (DERBYSHIRE) LTD

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

FOR THE PERIOD ENDED

31 MARCH 2021

Charity Number: 1135740
Company Number: 07171357

DERBY COMMUNITY ACCOUNTANCY SERVICE

Babington Lodge
128 Green Lane
Derby

WOMENS WORK (DERBYSHIRE) LTD

FINANCIAL STATEMENTS

YEAR ENDED 31 March 2021

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WOMENS WORK (DERBYSHIRE) LTD

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

YEAR ENDED 31 March 2021

The Executive Committee
(Board of Trustees)

Hilary Coyle -Appointed 3rd November 2020	Chair
Heather Ingram	Vice Chair
Lee Stuart Outhwaite	Treasurer
Rosamund Kershaw	
Marianne Connally	
Melissa Dean	
Ingrid Sanfey	
Gillian Foxcroft- Appointed 3rd November 2020	
Elaine Hobson – Appointed 3rd November 2020	

Company Secretary Dionne Reid

Chief Executive Dionne Reid

Registered Office

The Convent
11 Bridge Gate
Derby
DE1 2GU

Independent examiner

Derby Community Accountancy Service
Babington Lodge
128 Green Lane
DE1 1RY

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2021

The trustees have pleasure in presenting their annual report and the unaudited financial statements of the charity for the year ended 31st March 2021.

OUR VISION

A world where women are empowered to live a healthy and fulfilling life.

OUR MISSION

Our mission is to provide women and their families with the essential skills and self-belief to move forward on their journey towards living an empowered life. We provide personalised, holistic support to improve mental well-being, support access to other services, and act as a springboard to a better quality of life.

OUR VALUES

Non-judgemental

We provide non-judgemental support to women no matter what their circumstances are or the particular challenges they face. We recognise the full potential in every individual.

Inclusive

Women of all ages and social backgrounds may need help to overcome barriers towards a safe and healthy future. Our support is available to all women regardless of age, ethnicity and religion.

Reliable

We never turn a woman in desperate need away and will signpost to other appropriate service providers to offer the support which she needs if we can't help.

Professional

We are accountable and transparent about the outcomes of our programmes and impact of investments from funders and supporters.

Creative

We pioneer approaches; and are open to developing partnerships that will enable us to enhance the lives of more women who could benefit from our support across Derbyshire.

Holistic

We support the whole person - not just one issue - assessing each service user's particular needs and life goals, and we work with them and their families as long as they need our support.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2021

Introduction to Womens Work

Throughout our 18 year history, we have built a sound reputation of a professional service provider, working with and supporting the most vulnerable and disadvantaged women living in Derbyshire and achieving positive outcomes for many. We aim to work with the whole person with a holistic approach to address the underlying causes of presenting issues. We operate services across the County with our main office hub based in a spectacular building in Derby City centre.

We meet our aims and objectives funded through a mixture of contracts, grants and our own fund-raising events and sponsorships.

Chair of Trustees Reflection

I am delighted to have joined the trustee team for Women's Work Derbyshire this year and I am very proud to be a part of this fabulous charity. Thanks to my fellow board members for my welcome and their continued hard work.

Firstly, on behalf of the board, I would like to thank all the women that have come through our doors this year and trusted us to help them. The board would also like to thank all the staff, volunteers and peer mentors for all the hard work you have continued to give over this very different year.

The pandemic has meant that we have had to be flexible in offering our services and the board are proud to say that services have continued throughout this time. We are now delivering a mixture of face to face and online sessions. We continue to follow our mission of offering an individual service to any woman who comes through our door, whether this is a real door or a zoom portal.

This year has seen the successful commencement of the use of our new premises and thanks to all that were involved to make it happen, led by our CEO. The new premises offer a larger space to help more women and offer a variety of services in house. This has helped hugely with our delivery during the pandemic as there has been room to socially distance both staff and service users.

The year has ended with us being in a strong financial position to move forward into 2021/22 and to deliver our services to even more women.

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2021

CEO Review

2020-21 has been an unprecedented year for the charity, starting with the completion of our relocation project in March 2020. We were then faced with the lockdown restrictions that saw the office close temporarily and a number of staff placed on furlough, while we quickly adapted our services to be delivered remotely. This crisis resulted in a scaled back face to face service, but presented our organisation with an opportunity to address some core and vital work which included:

- A review and redesign of our delivery model
- Completed snagging within the new building
- Upgrading and development of a new website
- Design and delivery of 2 training courses, 1 for professionals
- Review of our 5-year strategy
- Achieved accreditation for Cyber Essentials Plus
- Development of a Communications Strategy
- Achieved NACCC accreditation, adapting our facility to become a child contact centre
- Achieved Charity Excellence Accreditation
- Restructured the organisation
- Secured £2 million contract
- Grew the organisation's turnover to £729,341
- Awarded runner up in the National Impact Awards
- Most importantly, we continued to support 702 women and 42 children in person throughout a pandemic.

2020/21, was a year unlike any other, with the COVID-19 pandemic bringing unparalleled health and economic devastation and shining an uncompromising light on social inequality among our communities.

During these unprecedented times, the voluntary sectors unique role and value has never been more evident. Women's Work and many other agencies have stepped up to fill critical gaps and proved unequivocally that more than ever we provide a lifeline and quality of life for many.

And yet, as the pandemic's devastating social and economic impact continues to unfold, the ability of civil society to positively impact lives has never been more compromised or under greater long-term threat. We feel very fortunate that we have been able to access additional funding and have been able to adapt quite rapidly to the changing environment, helping us to continue helping others. Unfortunately, not all charities have been as fortunate, many having to close their doors in a time of unprecedented demand. We have continued to thrive in a hostile external environment and this gives us confidence that whatever conditions present in the coming years, we will respond to positively.

We currently host 6 individual projects each with its own aims, performance indicators and outcomes, and a wide range of activities, workshops and educational programmes with the ultimate aim of building confidence, improving health and enhancing skills to enable women to make positive and lasting life choices.

The Little Links Project funded by Children In Need

The project provides a range of interventions including one-to-one support, group sessions, activities and outings. Our sessions support the children to develop a sense of identity and to build confidence and have fun. The dedicated worker organises and facilitates:

- two weekly coffee mornings for children under 5;
- two weekly afternoon sessions for children of school age;
- one-to-one sessions with children at school;
- phone and one to one support on parenting skills.

What do you like about Little Links?

- 'Having fun'
- 'Spending time with mummy'
- 'Playing games'
- 'Doing things with mum and the staff'
- 'It's really good and fun'

Comments from the children:

- 'You have been such a good help to me and my mum'
- What makes you happy? 'Coffee Morning'

Comments from parents:

- 'Thank you for the session, they both had a wonderful time'
- 'We all enjoyed it, a very good and new experience'

CASE STUDY

In July 2020, a family of 5 has been referred to the Little Links project from the Opportunity and Change project here at Women's Work. Fiona experienced domestic violence and fled from her husband with her 4 children, who witnessed this abuse and were also victims of abuse. This experience had a very negative impact on their behaviour, Social Care were also involved with the family.

Mum was feeling overwhelmed and wanted to receive some advice on how to best handle the children's changing behaviour. The family started to attend the Little Links weekly session in September 2020 and mum also attended our parenting programme, focusing on 'How to handle anger in the family' as she was going through some challenging behaviour with her eldest child.

The family has consistently engaged with the sessions every other week since September. In the first few sessions the children presented as very quiet and hard to engage. After a few sessions the children started to relax, open up and actively engage with the activities.

Staff have been able to observe the children's confidence improving with time and it was also possible to model the behaviour between the parent and the children. Over the time, a new family started to join the sessions, and this provided a good opportunity for the children to meet new people.

They had previously been quite isolated due to their circumstances and rarely met other children. The children appeared a bit fearful initially, however with a bit of time and some group activities the children have started to warm to each other and we are starting to see positive improvement in their interactions. The children have really enjoyed the sessions and mum has reported that they like to attend the sessions and look forward to them and that their behaviour at home has improved. The family is waiting for a review meeting with social care and they should be stepped down from 'child protection' to 'children in need'.

HOWW Project funded by the Community Lottery Fund

HOWW stands for Heart of Women's Work and, as the name suggests, it was developed to respond to the identified need of a holistic and person-centred programme for the most vulnerable and hard to reach women in Derby and Derbyshire. HOWW aims to help women address their issues & barriers at the earliest possible stage.

With careful planning, risk assessments and COVID guidelines followed, we have been able to bring women in the community together to build strong relationships and enabled them to meet their full potential. You can see from our survey feedback and comments how vital HOWW has been to the women it supports during a time when many are at higher risk of Domestic Abuse or struggling with their mental health.

Freedom Programme: The Freedom programme is a 12-week rolling programme which helps attendees recognise and understand the signs of domestic abuse.

HOWW Course: 8 sessions delivered over the phone on topics including self-esteem & confidence, parenting and emotional resilience. The course was developed as a response to the national lockdown and aims to engage women who may not be able to come into the building due to COVID or childcare.

Street Outreach: Street outreach is carried out weekly and aims to have contact with the most vulnerable women in the Derby area including the homeless and those street sex working. Support is given through sexual health advice, signposting to other agencies and confidential advice.

HOWW Hubs: Our community hubs aim to access women who may not want to or be able to come to our main premises for support. As lockdown restrictions were lifted at various points of the year we were able to deliver sessions out in the community in partnership with St Martin's in Allenton and their family support worker. This session was really well received by the women who attended. However, due to government restrictions we were unable to develop this session further than peer support.

Peer Support: Peer mentors are available to give support and advice in all our sessions. Their lived experience and life knowledge helps the women we work with to know that things can improve for them. Peer mentors have also received training in their role such as Food Safety Level 2, Counselling Skills and Health & Safety.

Signposting and Referrals: At our first meeting with a service user we assess their needs using our 9 support pathways. If there are any areas of support that can't be addressed with Women's Work we are able to refer the women onto other agencies and support them with the initial appointments if needed.

1-2-1 Support: This is offered if the woman needs additional assistance in areas such as DWP, crisis interventions, housing assistance and sexual health.

Despite COVID restrictions we have still been able to provide our tailored, holistic support, to women on the HOWW project.

** 373 women received 1546 sessions of phone support from HOWW staff
** 123 sessions of one-to-one support were given to women on HOWW
** 76 women received support with finance and debt
** 213 women received support with mental health and/or attitudes, thinking and behaviour
** 179 women supported with abuse, rape & domestic violence (not including Freedom attendance)
** 76 women received support with accommodation
** 138 women supported with families and relationships (not including Positive Parenting Programme attendance)

Opportunities & Change Project
funded by Community Lottery Fund & European Social Fund

Women's Work has been delivering the Opportunity & Change (O&C) project in Derby City since 2016 and extended the project to the South Derbyshire area in 2019. O&C is an employment related support project for people with multiple and complex needs and delivered by a partnership of community-based organisations across Derby, Derbyshire, Nottingham and Nottinghamshire. The overall aim of the project is to support women who present with two or more support needs, to become socially and economically included through access to education, training and employment. Personal Navigators have continued to work closely on a one-to-one basis alongside participants to provide a personalised, holistic package of support, tailored to meet the individual need of the participants. This year 37 women have been through the programme. Some elements of the programme were stopped or changed due to social distancing requirements. Project outcomes are measured by resolving complex issues, these are defined as mental health, substance misuse, offending behaviour, abuse and housing support needs.

** **The Skills Plus for Change Programme** - a bespoke training package that has offered advice and guidance around employment, personal development, well-being and managing independent living.
** **The Loudspeaker Programme** - a ten-week programme run by Nottingham Contemporary. Using

art and creativity, participants have been supported to increase self-esteem, self-awareness and develop new skills.

** **Spirit and Soul Equine Therapy** - Equine assisted therapy is a ten-week programme where horses have been used to identify, explore and overcome the inner obstacles often faced by participants.

**__Improving Lives Counselling Service__ - this person-centred counselling service has provided counselling to participants accessing the project.

** **Care Act Assessment** - all verified participants are eligible for a Care Act Assessment, an eligibility assessment that ensures participants have fair access to provision under the Care Act (2015).

Service User Feedback/Comments

"I'd just like to say that Opportunity & Change has really helped me start to sort my life out. Helping me get settled in a new place was an absolute Godsend, and programmes such as Skills+ have really boosted my confidence and self-esteem."

"Equine therapy was a wonderful program. It really promoted my emotional growth. It helped me to build confidence, self-efficiency & taught me about boundaries. Loudspeaker is a wonderful course, I am going really well with it. I'm enjoying learning about the arts & doing wonderful activities each week"

Workshops & Activities

Workshops were set up to create a user-defined combination of informative and educational workshops, group leisure activities, accredited awareness programmes, confidence courses. These were aimed at improving well-being and confidence skills amongst our service users, the ultimate goal being to improve aspirations and life chances of the women the organisation helps.

Workshops delivered by the organisation this year were:

** **The Freedom Programme:** Provides therapeutic support to victims of domestic abuse through a 12-week rolling programme

** **Creative Words & Pictures:** Express yourself with words & pictures

** **Calm your Mind:** Practical techniques for Emotional Freedom

** **Monday Drop-in session:** Call in for a chat and support with any issues

** **Step-up**: A gentle exercise session to promote fitness

** **Wild Wellbeing:** 5 ways to Wellbeing and 5 Pathways to Nature 5-week programme

** **Laughing Yoga & Yoga:** Therapeutic sessions

** **Grief Therapy Group:** " A place to share"

Feedback from Partners

"The Workers Educational Association (WEA) Derby team has had a productive partnership with Women's Work for several years and we are delighted to work with them and support the women and the work they do. The team at Women's Work are very helpful and proactive in planning and

supporting the courses we deliver. We have a great working relationship with them and we are always happy to support the challenging and beneficial work they do."

"Derby Adult Learning Service are currently engaged with 17 women through the fantastic partnership work with Women's Work. Working together, we have been able to support women to gain confidence and vital skills for life and work through attending targeted Maths, English, and ICT courses. Many of the women are now on track to achieve qualifications ranging from entry level all the way up to level 2 which also supports DALS objectives of delivering training and skills to the citizens of Derby"

Qualifications obtained this year

Functional Skills English Level 1
Award in Using ICT Entry 3
Functional Skills Mathematics Level 1
Word Processing Software Unit Level 2
Functional Skills English Level 2
ECDL Level 1 Award in IT User Skills
Word Processing Software Unit Level 1
Word Processing Software Unit Level 3

Volunteer & Peer Mentors

Volunteers have always played an integral part of Women's Work since the organisation was established in 2003. Volunteers have always provided support to all staff to ensure we have the capacity to meet the on-going needs of the women accessing the organisation.

The Peer Mentors programme started in 2017, to encourage women with lived experience to progress even further on their journeys of transformation. Women were identified to undertake an intensive course of training and development and then given roles and responsibilities similar to that of a volunteer. They continue to help new service users settle into our environment and work alongside project workers to facilitate and run structured sessions, activities, workshops and drop-ins. We currently have 38 active volunteers, which include, outreach volunteers, volunteer counsellors and peer mentors. Volunteers have contributed 608 hours and 7 active Peer Mentors have contributed 279 hours to the charity this year.

From Despair to Hope by Sharon King

My life was over, or so I thought as I sat on a low wall in the centre of Derby one summers day, sobbing, back in 2018. I was past caring what people passing by might think. My thoughts were solely about me, being on the scrap heap, metaphorically, where no-one cared about me anymore. At times I felt invisible, insignificant, like tumbleweed I was rolling on through my life without substance or meaning.

Someone, who I'll call Sadie approached me and asked me what was wrong. Sadie took my hand as

I stood up and told me we were going to Women's Work. It only took a few minutes of walking before she stopped at a big black door with an archway and pressed the intercom. I remember feeling very small, timid and frightened all at the same time. After a short time, a woman with an open face and ready smile that I'll call Miranda, was at the door. Sadie told her of my plight and her concern for me. Miranda listened attentively then stood back and allowed us to enter.

I remember thinking to myself that I didn't know how this organisation could help me but I needn't have worried. Miranda told me about Women's Work and, how from my story, there was action I could take and courses I could be involved with to help me with my lack of confidence and feelings of isolation. My historical domestic violence was also going to be addressed as I was able to benefit from speaking with a counsellor as well as attend The Freedom Programme.

Fast forward 3 years or so and here I am! I feel confident, have worked on and continue to build up my self-esteem, and am happy. I know that I was an autonomous practitioner for over 20 years who did a great service to many women and their families during my career. I have nothing to feel bad about. I am a Peer mentor for Women's Work on The Freedom Programme and now have the opportunity to revisit chapters in the book which enhance my knowledge on a regular basis. I feel proud that I made the decision to apply for a Peer Mentor post as I "ummed" and "aahed" over the application form for several months as I doubted myself, but, with some positive self-talk I decided to send my form in. It is one of the best decisions that I have ever made. I get to meet lots of women who attend Women's Work, am able to use my listening skills when called for, offer a tissue, a hot drink. Mentoring women has become natural to me again, it builds up my self-worth knowing that I am a valued, trusted Peer Mentor who loves to be helpful and learn new things.

"Thank you, Women's Work, for all of your continued support that helped me to turn over a new leaf with hope in my heart."

The Turn Around Project

Women's Work has over ten-years of history working in partnership with the Ministry of Justice providing Women's Services for Probation. The current contract was developed when medium to low risk probation services were privatised, and we were contracted by the Reducing Re-Offending Partnership (RRP) on behalf of the Community Rehabilitation Company (CRC).

Over the last financial year, we have received 169 referrals from the CRC and 11 referrals from the National Probation Service. The majority of programmes have been delivered via telephone services which has proved very popular with the majority of clients, and improved engagement as it overcomes barriers to engagement such as childcare, work commitments, caring commitments and poor mental health including high levels of anxiety.

Programmes delivered:

Change Programme (10 sessions) aims to improve life skills including confidence and self-esteem. Sessions include: problem solving, communication skills, resolving conflict, increasing emotional resilience, coping with challenges, personal boundaries and goal setting.
Healthy Emotions Programme (5 sessions) explores emotional health and well-being and supports women to have a better understanding of their emotions and behaviours to promote positive health.
Healthy Relationships Programme (5 sessions) focuses on recognising healthy and unhealthy relationships, gives an understanding of how to improve relationships with self and others.
Anger Management Programme (5 sessions) increases awareness of processes by which a person becomes angry, links emotions to specific situations and problems. Provides a framework to reduce and manage feelings of anger and improve assertiveness.
Enhanced Programme (5 sessions) supports women who are not ready to engage in groups, it improves confidence and reduces barriers to engagement.

Case Study

My offence was 'Being drunk while in charge of a child under 7' and I was given a Community Order for 12 months. I was in an abusive relationship with my daughter's father. Social services intervened by placing my 2-year-old daughter in foster care. I was told to end my relationship. Alcohol was a huge problem for me, it was a way of coping, and I was at my lowest. My probation officer referred me to Women's Work programmes. I was anxious as unsure what to expect and distrusted all professionals at this point. I felt judged and under scrutiny by all agencies and thought Women's Work would be no different. Initially I struggled with Women's Work due to distrust. Withdrawing from alcohol left me open to emotions I was not ready for. After a few 1-1 session's over the phone, I began to trust my support worker and completely opened up.

I have immensely benefitted by doing the programmes, however, struggled accepting I was no longer a fulltime mother. I missed my daughter and felt I was not productive with my time. This impacted my mental & emotional well-being on top of dealing with the pandemic. My support worker encouraged me to reach out to my GP regarding my mental health. I developed interests and hobbies at home and went for walks. To reduce isolation, I attended the Drop-In sessions at WW every Monday. I found myself a part-time job which worked around all my other commitments. I recognised the need for therapy and engaged in WW counselling and also did another programme voluntarily.

Since December 2020 my child contact appointments are no longer in a centre and are held at my home. I still have another court hearing regarding custody of my child and I'm hopeful. I continue to access counselling and my confidence is back. I continue to develop myself and will be enrolling on a Health & Social Care course this year. I appreciate that Women's Work were able to offer all the programmes and therapeutic interventions I required under one roof. Due to this, I believe it is the reason why I have been able to successfully make long term, positive changes in my life.

Counselling Service

The counselling service was introduced, and developed to offer additional support to women who are accessing the main supporting programmes within the charity. At their request they are referred by their project worker, and each referral is picked up by the Counselling Co-ordinator to contact, assess and allocate as necessary.

There are currently nine volunteer counsellors, two who are paid sessional to work an increased number of clients. Two are fully qualified and seven are training with a view to complete their training within the next two years.

As a result of the impact of COVID 19, and the recognition of the emotional upheaval clients were feeling, particularly around loss and grief; a Grief Therapy group was introduced for six weeks in January 2021 and there were two successful runs of this group, facilitated by the Counselling Co-ordinator. The group will now be run by a volunteer counsellor with support from the Counselling Co-ordinator.

Comments

"For so long I'd been stuck living in the past with all these trapped emotions not believing in myself, not seeing a future. Counselling has changed all that for me I was able to open up all my emotions and let them go. It's brought me back to the present. I'm now feeling more confident and positive looking at the future. "

"I feel better about myself in general. I am leaving to take a step back when situations are difficult to deal with rather than reacting straight away which I'm pleased about. My self-esteem is increasing along with my confidence which pleases me very much. I am very grateful that I'm being helped by having a counsellor's assistance to make sense of my world."

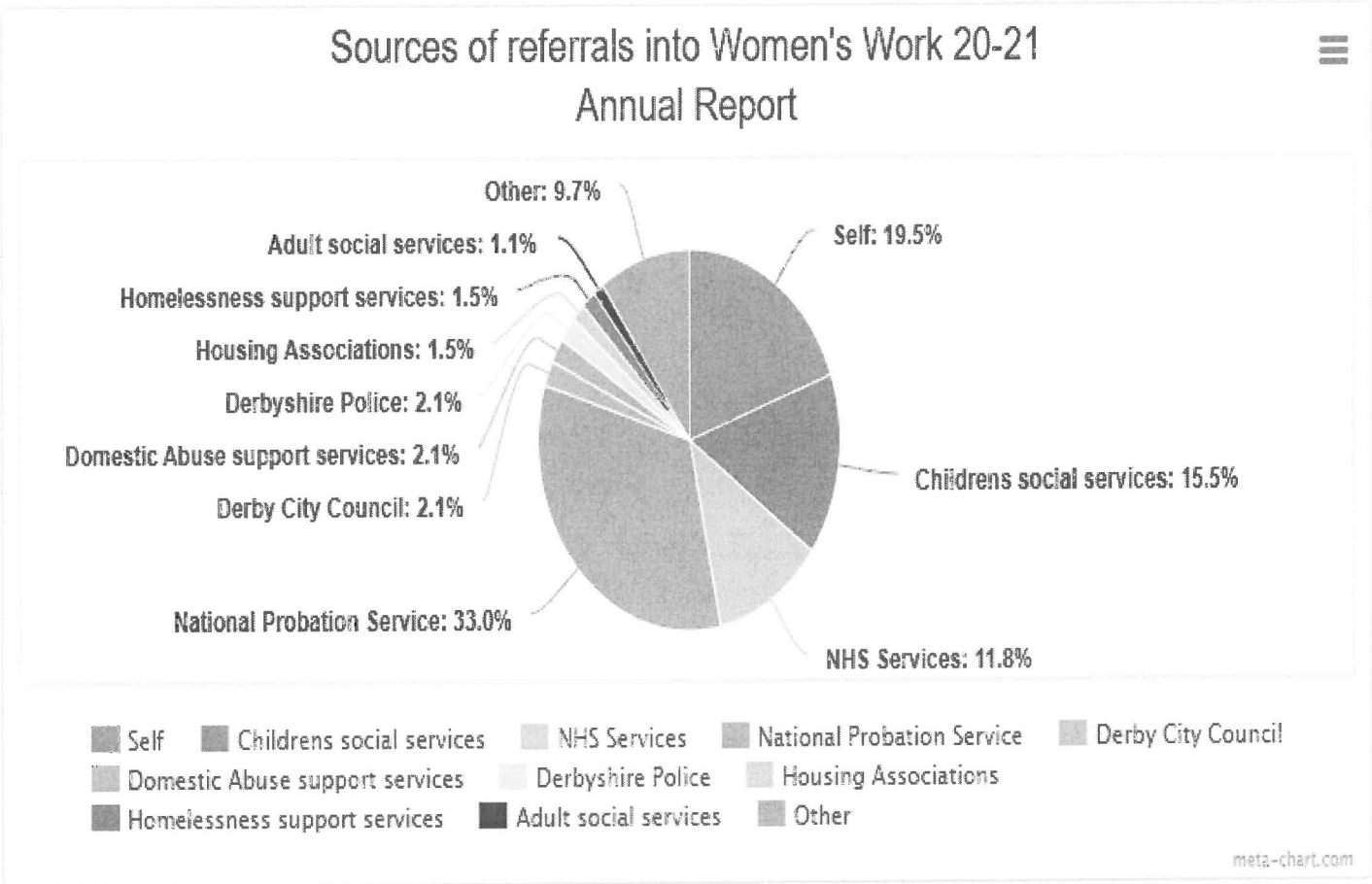
"Jayne has helped me a lot over the last 18 months, she has never let me down on an appointment which has been important to me. I feel Jayne was very understanding, respectful and non-judgmental. I grew to trust her and felt as though she helped me come up with my own answers. I feel considerably better."

"thank you for helping me to see the light"

"Kate has been extremely helpful with identifying areas I could work on and guiding me with the tools to do this. With Kate's help, I feel ready to face whatever life throws at me."

90% Women in Counselling reported an improvement in mental health
90% Women in Counselling reported an improvement in self-esteem & confidence

The Difference We Make



30 case transfers to HOWW
13 case transfers to O&C
33 families referred internally to Little Links
43 different agencies refer into Women's Work
81 referrals form children's social services
22 referrals from family support services
16 from NHS substance misuse services
102 self-referrals
25 referrals from NHS family support services
10 referrals from GPs
11 referrals from DV support services

199 women supported with mental health issues
242 women supported with domestic abuse and rape
83 women supported with finance and debt issues
396 women were supported with attitudes, thinking and behaviours totalling 1843 sessions delivered
211 women supported with families and relationships issues totalling 1206 sessions
153 women supported with accommodation issues
154 food parcels given out
38 women were supported on Outreach
591 women received support or engaged in courses over the phone totalling 1082 hours
93 women completed the Freedom Programme
44 children have engaged over 164 sessions delivered
340 women benefited from our sexual health brief intervention programme

Satisfaction Survey Comments

- I wish I had known about Women's Work 30 years ago. I can't suggest any improvements.
- Women's Work have been providing me with mental health and wellbeing support as well as helping me develop my communication skills & family issues awareness. It has been a true-life saving experience. I have thoroughly enjoyed every course/training session I have taken part in.
- With assistance Women's Work helped me rebuild my life and move forward.
- The staff are amazing very understanding they are there for you no matter what the problem is.
- Staff are very supportive and friendly, it's always great coming to Women's Work and bringing the children to coffee morning.
- Brilliant bunch of women
- Very happy with the service, all the staff are lovely and treat all with respect.
- I can't suggest any improvements as staff, services and premises are all second to none.

Freedom Programme survey Comments

- The Freedom programme has helped so much. I enjoy attending the group the women running the programme are very supportive and extremely caring, respectful & kind. They are all great listeners too! Thankyou!
- Fabulous supportive and educational sessions. I am taking back control of my life because of

the Freedom programme.

- The Freedom programme has been very informative. For me, the most useful thing has been the validation that my experiences in my marriage were domestic abuse. This is especially important for women who have not faced physical abuse. I think every session is different, and I think that you get more out of it if there is more discussion and sharing of people's experiences, if they are happy to do so. All in all, it is a very well-run fantastic programme.
- Freedom programme has opened my eyes that anyone can be a dominator.....if I find myself close to a dominator I now know to run a mile or maybe further.

Looking Forward...

Our experience and solid partnership working with a wide spectrum of external agencies across the country, particularly with education and health providers, has enabled us to enhance the provision available to marginalised and vulnerable women. We have had to adapt our services accordingly in an ever-changing environment and our holistic support has made this an easier transition than we originally may have realised. Freedom of choice being a key value for WW and we are proud to be in a position, to offer women more choice in how they engage with our services. It would be easy to feel overwhelmed with the pace of change we have made in the last year, however the resilience the charity has shown, brings us much confidence in our ability to continue supporting women and their families in increasingly imaginative ways.

Unfortunately, COVID has not disappeared, nor is it likely that the legacy of the unprecedented measures to manage it will. It is likely that the unintended consequences, particularly relating to poverty, disadvantage, abuse and poor mental health will not fully be known for some time.

We have adapted aspects of our work to get through this uncertain period, however planning for the longer term will remain challenging. We are however confident that we are in a much stronger position than we had been prior to the pandemic and have the stability of tenure and operational space we need and we will continue to thrive. All this puts us in a very positive position to come through this challenge, embedded into support framework within Derby City and the County, ensuring our beneficiaries continue to benefit from individualised, person centred support and interventions in the longer term.

FINANCIAL REVIEW

Women's Work continues to be funded by a mix of contracts, grants, trust funding and fund-raising activities. We would like to thank the funders for their additional support and flexibility during this financial year. Many funders continued to pay us during the first lockdown months and some extended the grant period, allowing us to adapt to telephone & online delivery. We also received COVID related funding from the MOJ, Community Lottery Fund, the Police Commissioner, the Smallwood Trust, Foundation Derbyshire, Lloyds Bank Foundation, Children In Need, Martin Lewis, the Freemasons and Severn Trent. These grants covered funding for laptops and mobile phones to enable staff to work from home. They provided IT equipment for service users and food parcels. Some of the funds allowed us to significantly increase the amount of counselling hours we could offer, while others enabled us to offer additional one-to-one telephone support.

Women's Work received unrestricted income of £53,700 most of this related to income from contracts. One contract paid an incentive payment, due to us exceeding the target threshold and delivering our programmes to a higher number of women. This enabled us to increase unrestricted fund balances by £41,322. Our restricted fund balance increased by £20,411 and most of this will be fully utilised in the first half of the next financial year.

At the end of March 2021, Restricted Funds were £112,882 of which £79,325 related to fixed assets. At the end of the year, Unrestricted Funds included: Tudor Trust grant £9,000, Designated Property Reserve £44,069 representing fixed assets and the General Reserve of £176,388. Of this General Reserve £24,996 are represented by fixed assets giving £160,392 as General Free Reserves.

Reserves Policy

The charity has a reserves policy which aims to hold three months running costs in reserves.
We are slightly short of this target, due to moving to larger premises and increasing our services. At 31st March 2021 the charity had General Free Reserves of £160,392. To ensure the stability of Women's Work we will work towards increasing our reserves to six months running costs. It is essential that the charity maintains a good level of reserves so we can continue to fulfil our objectives in supporting our service users and delivering our workshops and projects.

Risk Management Policy

The trustees have reviewed the major and financial risks that impact on the work of the charity. The systems that have been established enable the trustees to review and take the necessary steps to lessen these risks.

Independent examiner
Kevin Parkinson FCA was appointed independent examiner in the year.
Kevin Parkinson FCA will continue in office as independent examiner for the ensuing year.

Small company provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act.

Registered Office:

The Convent
11 Bridge Gate
Derby
DE1 3AU

Signed on behalf of the trustees

Heather Ingram
Vice Chair

H. Ingram 5.10.21

Approved by the trustees on

WOMENS WORK (DERBYSHIRE) LTD

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 MARCH 2021

Independent Examiner's Report to the Trustees of Womens Work (Derbyshire) Ltd
I report on the accounts of the company for the year ended 31 March 2021 which are set out on pages 18 to 30.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement
My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirement

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met;
  or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K Parkinson

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge,128 Green Lane
Derby DE1 1RY

Date 10/9/2021

WOMENS WORK (DERBYSHIRE) LTD

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 March 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 March 2021 £	Total Funds Year to 31 March 2020 £
Income from:					
Donations	3	5,566	-	5,566	14,700
Charitable activities	4	44,288	675,641	719,929	658,309
Other income	5	3,778	-	3,778	320
Investment income	6	68	-	68	350
Total incoming resources		53,700	675,641	729,341	673,679
Expenditure on:					
Raising funds		-	-	-	-
Charitable activities	7	12,378	655,230	667,608	588,012
Total expenditure		12,378	655,230	667,608	588,012
Net (expenditure) income		41,322	20,411	61,733	85,667
Transfer between funds		-	-	-	-
Net movement in funds		41,322	20,411	61,733	85,667
Fund balances at 1 April 2020		188,135	92,472	280,607	194,940
Fund balances at 31 March 2021		229,457	112,883	342,340	280,607

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 21 to 31 form part of these financial statements.

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	11		**148,390**		165,677
Current assets					
Debtors	12	**53,653**			49,963
Cash at bank and in hand		**250,955**			148,987
		304,608			198,950
Creditors: amounts falling due within one year	13	**110,658**			84,020
Net current assets			**193,950**		114,930
Total assets less current liabilities			**342,340**		280,607
Net assets			**342,340**		280,607
Funds					
Restricted	14		**112,883**		92,472
Designated Property Reserve	14	**44,069**		49,069	
Unrestricted Funds – General Reserve	14	**185,388**		139,066	
			229,457		188,135
TOTAL FUNDS			**342,340**		**280,607**

For the year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

(i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
(ii) 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 for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the members of the committee and are signed on their behalf by:

H Ingram
Vice Chair of Trustees

H. Ingram 5.10.21.

Company Registration Number: 07171357

The notes on pages 21 to 31 form part of these financial statements.

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information
Womens Work Derbyshire is a company limited by guarantee not having a share capital. The company's registered office is The Convent, 11 Bridge Gate, Derby, DE1 3AU. At the end of the year there were 9 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it apples from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the company Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 March 2021 are the first accounts of Womens Work Derby prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	**Annual rate**
Building Renovations	10%
Fixtures & Fittings	20%
Equipment	25%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Donations

	Unrestricted Funds	**Restricted Funds**	**Total Funds Year to 31 March 2021**	Total Funds Year ended 31 March 2020
	£	**£**	**£**	£
William Grant Covid Appeal	**1,000**	-	**1,000**	-
Sundry	**4,566**	-	**4,566**	14,700
	5,566	-	**5,566**	14,700

4. Grants receivable

	Unrestricted Funds	Restricted Funds	Total Funds Year ended 31 March 2021	Total Funds Year ended 31 March 2020
	£	£	£	£
Derbys,Leics,Notts,and Rutland CRC	20,500	112,054	132,554	124,132
Anonymous Donor (1)	-	29,993	29,993	7,498
Lloyds Bank Foundation	-	28,769	28,769	21,900
Children In Need Grant New	-	27,878	27,878	32,495
Children In Need COVID Grant	-	3,000	3,000	-
Garfield Weston Foundation	-	40,000	40,000	30,000
Leathersellers Company Charitable Trust	-	20,000	20,000	21,667
Derbys Comm NHS Trust	13,788	-	13,788	8,725
Charities Aid Foundation	-	20,833	20,833	49,844
Ministry of Justice	-	46,500	46,500	-
Henry Smith	-	-	-	35,000
Tudor Trust 1	-	7,500	7,500	30,000
Tudor Trust 2	10,000	-	10,000	-
Tudor Trust 3	-	2,000	2,000	-
Foundation Derbyshire	-	10,750	10,750	2,800
Anonymous donor (2)	-	-	-	25,000
Bernard Sunley Foundation (Building Costs)	-	3,000	3,000	30,000
Bernard Sunley Foundation (Core Costs)	-	2,500	2,500	-
Clothworkers' Foundation	-	-	-	35,000
European Social & Lottery Comm. Fund 1st	-	-	-	39,666
European Social & Lottery Comm. Fund 2nd	-	103,722	103,722	51,311
Lottery Community Fund	-	106,335	106,335	109,585
Derby Homes	-	-	-	1,000
Freemasons	-	2,000	2,000	-
HMRC CJRS	-	19,649	19,649	-
Martin Lewis COVID Fund	-	7,000	7,000	-
Lottery Community Fund (COVID)	-	17,773	17,773	-
PCC COVID funds	-	28,826	28,826	-
PCC Security Fund	-	2,652	2,652	-
Severn Trent	-	2,000	2,000	-
Smallwood Trust	-	25,621	25,621	-
Souter	-	2,000	2,000	-
Worth	-	2,686	2,686	2,686
Asda	-	600	600	-
	44,288	675,641	719,929	658,309

5. Other income

	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
Sundry income	3,778	320
	3,778	320

6. Investment income

	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
Bank interest receivable (unrestricted)	68	350

7. Analysis of expenditure (restricted)

	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
Wages & salaries	506,674	459,621
Project resources	13,672	7,851
Evaluation Fee	2,900	-
General running expenses	36,040	21,423
Depreciation	26,259	3,552
Rent	6,843	29,736
Travel	1,938	8,682
Training and recruitment	13,135	3,548
Professional fees and insurance	8,335	7,220
Repairs and maintenance	17,653	6,543
Utilities	8,839	10,401
Volunteers expenses	1,022	6,632
Move Costs	1,198	5,378
Building Renovation Costs	10,722	13,350
	655,230	583,936

	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
Unrestricted	**12,378**	4,076
Restricted	**655,230**	583,936
	667,608	588,012

8. Net (expenditure)/income

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

	2021 £	2020 £
Independent Examiner's Fees	**1,200**	1,200

9. Directors and key management personnel

During the year none of the trustees were reimbursed for out of pocket expenses

The trustees did not receive any remuneration during the year.

The key management personnel of the charity consist of the trustees and the senior management team. The total employment benefits of the key management personnel were £79,637

10. Employees

The average monthly number of persons employed during the year was

	Year to 31 Mar 2021 No	Year to 31 Mar 2020 No
Charitable activities	**19**	17
Administration	**4**	3
	23	20

Employment costs

The aggregate payroll costs were:

	Year to 31 Mar 2021	Year to 31 Mar 2020
	£	£
Wages and salaries	**453,001**	410,428
Social security costs	**35,060**	31,926
Pension	**18,613**	17,267
	506,674	459,621

No employee earned more than £60,000 per annum.

11. Tangible Fixed assets

	Building Renovation	Computer Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost				
At 1 April 2020	164,126	7,510	1,060	172,696
Additions	-	-	1,376	1,376
At 31 March 2021	**164,126**	**7,510**	**2,436**	**174,072**
Depreciation				
At 1 April 2020	3,055	3,911	53	7,019
Depreciation charge	16,413	1,877	373	18,663
At 31 March 2021	**19,468**	**5,788**	**426**	**25,682**
Net Book Value				
At 31 March 2021	**144,658**	**1,722**	**2,010**	**148,390**
At 31 March 2020	**161,701**	**3,599**	**1,007**	**165,677**

12. Debtors

	2021	2020
	£	£
Trade Debtors	**42,368**	43,862
Prepayments	**11,285**	6,101
	53,653	49,963

13. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Creditors	**14,687**	6,805
Accruals	**26,638**	13,222
Deferred Income	**69,333**	63,993
	110,658	84,020
Deferred income brought forward	**63,993**	106,034
Brought forward released to SOFA	**(63,993)**	(106,034)
Deferred income received in year	**69,333**	63,993
Deferred income carried forward	**69,333**	63,993

14. Statement of funds

	At 1 April 2020	Incoming	Outgoing	Transfer between funds	At 31 March 2021
	£	£	£	£	£
Unrestricted Funds-General Reserve	139,066	53,700	(7,378)	-	185,388
Designated Property Reserve	49,069	-	(5,000)	-	44,069
Total Unrestricted funds	188,135	53,700	(12,378)	-	229,457
Lottery Community Fund	-	106,335	(102,476)	-	3,859
Derby Leics Notts and Rutland CRC	-	112,053	(108,393)	-	3,660
Anonymous Trust (1)	-	29,993	(29,324)	-	669
Clothworkers' Foundation	34,349	-	(3,500)	-	30,849
Children in Need Grant 3	97	27,878	(27,773)	-	202
Children In Need COVID Fund	-	3,000	(3,000)	-	-
Ministry of Justice	-	46,500	(46,500)	-	-
European Social & Lottery Community Fund 1st	228	-	(228)	-	-
Tudor Trust	1,096	7,500	(8,596)	-	-
Lloyds Bank Foundation	163	28,769	(25,915)	-	3,017
Bernard Sunley Foundation (Building)	29,442	3,000	(3,000)	-	29,442
Bernard Sunley Foundation (Core)	-	2,500	-	-	2,500
European Social & Lottery Community Fund 2nd	100	103,723	(91,576)	-	12,247
Anonymous Trust (2)	24,535	-	(2,500)	-	22,035
Garfield Weston	-	40,000	(40,000)	-	-
Charities Aid Foundation	22	20,833	(20,855)	-	-
PCC COVID Funds	-	28,826	(28,826)	-	-
Leathersellers Company	-	20,000	(15,597)	-	4,403
Smallwood Trust	-	25,621	(25,621)	-	-
Foundation Derbyshire	-	10,750	(10,750)	-	-
Lottery Community COVID Fund	-	17,773	(17,773)	-	-
Martin Lewis COVID Fund	-	7,000	(7,000)	-	-
PCC Security Funds	-	2,652	(2,652)	-	-
Freemasons	-	2,000	(2,000)	-	-
Severn Trent COVID Fund	-	2,000	(2,000)	-	-
Souter Charitable Fund	-	2,000	(2,000)	-	-
Tudor Trust 3	-	2,000	(2,000)	-	-

	At 1 April 2020 cont'd	Incoming	Outgoing	Transfer between funds	At 31 March 2021 cont'd
	£	£	£	£	£
WoRTH Project	2,440	2,686	(5,126)	-	-
Asda	-	600	(600)	-	-
HMRC CJRS	-	19,650	(19,650)	-	-
Total Restricted funds	92,472	675,641	(655,230)	-	112,883
Total Funds	280,607	729,341	(667,608)	-	342,340

The balance brought forward for the Clothworkers' Foundation, the Bernard Sunley Foundation, the Anonymous Trust (2) and the Designated Property Reserve have all been fully utilised and capitalised under building renovations. The balance will be written off over 10 years in line with our depreciation policy.

The Lottery Community Fund supports the Heart of Women's Work Project which offers effective support for vulnerable women using a holistic approach.

Derbyshire, Leicestershire, Nottinghamshire and Rutland CRC fund the Turn Around Project which aims to reduce reoffending and provides rehabilitation across nine pathways.

The European Social Fund and Lottery Community Fund are supporting the Opportunity and Change Programme. This aims to work with individuals to create a tailored package of support that will assist with a range of needs including accommodation, mental healthcare, education and returning to work.

Children in Need funded the Little Links Project supporting children affected by any family issues. These could be due to mental health issues, domestic abuse, parental substance or alcohol misuse, behavioural problems or feelings of isolation.

The Smallwood Trust, Tudor Trust, the WoRTH Project, the Souter Charitable Trust and Asda, all provided funding for project worker salaries or project costs.

The Police Commissioner and Foundation Derbyshire provided funding for additional counselling work throughout the year.

We received core funding and sustainability funding from the Ministry of Justice, Garfield Weston, the Lottery Community Fund, Lloyds Bank Foundation, Leathersellers Company, Charities Aid Foundation, the PCC and the Bernard Sunley Foundation.

The charity received specific funding due to COVID, for IT equipment and software, to enable staff to work from home. We also received funding for food parcels and IT equipment for service users. This was funded by the Martin Lewis COVID fund, Lloyds Bank Foundation, Children In Need, the Freemasons and Severn Trent. We claimed £19650 from the HMRC job retention scheme for furloughed staff.

15. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General Funds	24,996	160,392	185,388
Designated Building Reserve	44,069	-	44,069
Restricted funds			
Clothworkers Foundation	30,848	-	30,849
Bernard Sunley Foundation (Building)	26,442	3,000	29,442
Bernard Sunley Foundation (Core)	-	2,500	2,500
Anonymous Trust (2)	22,035	-	22,035
Lottery Community Fund	-	3,859	3,859
European Social & Lottery Community Fund 2nd	-	12,246	12,246
Children in Need Grant 3	-	202	202
Derbys, Leics,Notts,& Rutland CRC	-	3,660	3,660
Lloyds Bank Foundation	-	3,018	3,018
Leathersellers Company	-	4,403	4,403
Anonymous Trust (1)	-	669	669
	148,390	193,950	342,340

16. Related party transactions

The charity had no related party transactions that required disclosure.