

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

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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.

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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

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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** individual 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

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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

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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."

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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."

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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!"

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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"

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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.

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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.

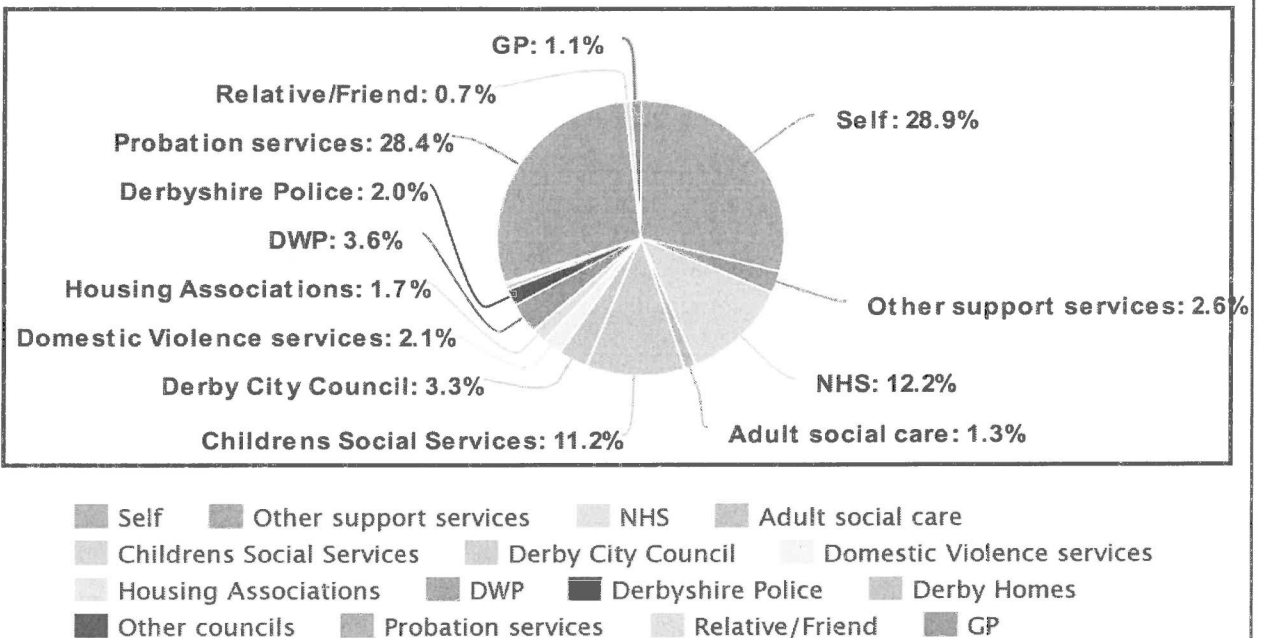
WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2022

Sources of referrals into Women's Work 21-22

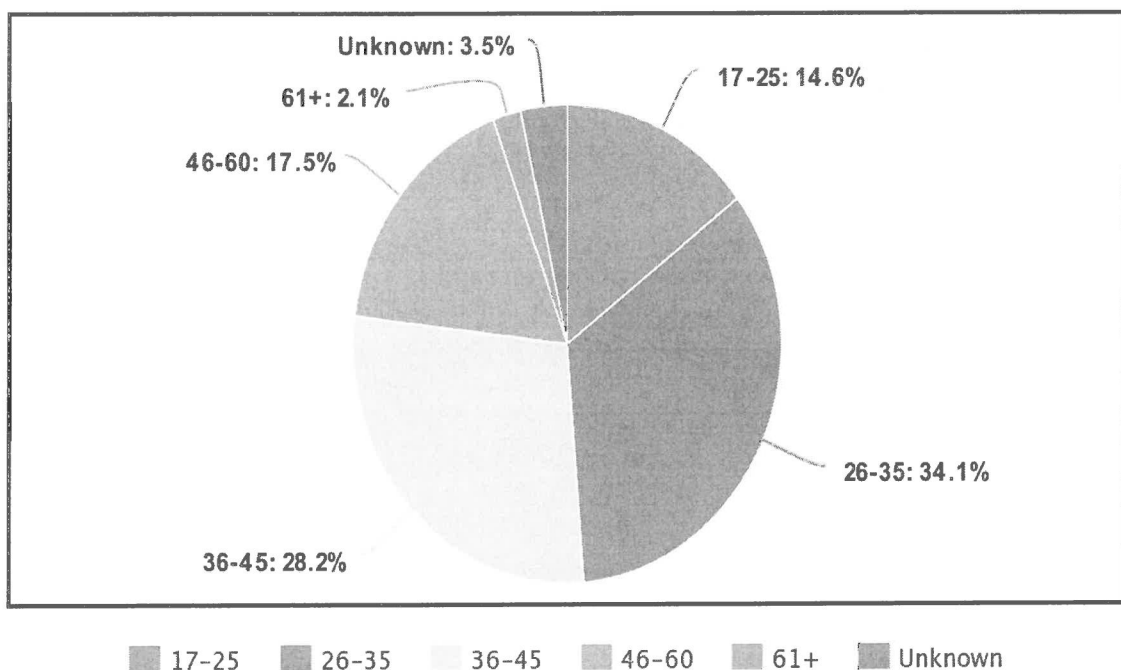
Annual Report



meta-chart.com

Age profile of Service Users

Annual Report



meta-chart.com

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2022

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% of 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

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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

WOMENS WORK (DERBYSHIRE) LTD

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2022

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

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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.

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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.

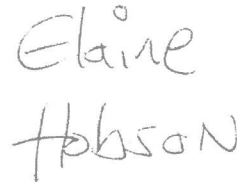
Small company provisions

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



Date 23.9.2022

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
<u>Expenditure on:</u>					
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 £	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
		<u>372,687</u>	<u>304,608</u>
Creditors: amounts falling due within one year	13	<u>71,942</u>	<u>110,658</u>
Net current assets		300,745	193,950
Total assets less current liabilities		<u>433,690</u>	<u>342,340</u>
Net assets		<u>433,690</u>	<u>342,340</u>
Funds			
Restricted	14	172,151	112,883
Designated Property Reserve	14	39,069	44,069
Unrestricted Funds – General Reserve	14	<u>222,470</u>	<u>185,388</u>
		261,539	229,457
TOTAL FUNDS		<u>433,690</u>	<u>342,340</u>

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

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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.

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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 within 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.

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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
	<u>19,257</u>	<u>-</u>	<u>19,257</u>	<u>5,566</u>

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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	-
	<u>55,771</u>	<u>773,969</u>	<u>829,740</u>	<u>719,929</u>

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

5. Other income

	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Sundry income	2,523	3,778
	<u>2,523</u>	<u>3,778</u>

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
	<u>760,210</u>	<u>667,608</u>

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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

8. Net (expenditure)/income

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

	2022 £	2021 £
Independent Examiner's Fees	<u>1,200</u>	<u>1,200</u>

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
	<u>26</u>	<u>23</u>

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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
	<u>618,954</u>	<u>502,674</u>

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

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

12. Debtors

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

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
	<u>71,942</u>	<u>110,658</u>
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	<u>40,581</u>	<u>69,333</u>

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

14. Statement of funds

	<u>At 1 April</u>			<u>Transfer</u>	<u>At 31 March</u>
	<u>2021</u>	<u>Incoming</u>	<u>Outgoing</u>	<u>between</u>	<u>2022</u>
	£	£	£	£	£
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	12,247	112,617	(97,980)	-	26,884
Community Fund 2nd					
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.

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

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
	<u>132,945</u>	<u>300,745</u>	<u>433,690</u>

WOMENS WORK (DERBYSHIRE) LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2022

16. Related party transactions

The charity had no related party transactions that required disclosure.