

**WOMENS WORK (DERBYSHIRE) LTD**  
**COMPANY LIMITED BY GUARANTEE**  
**FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED**  
**31 MARCH 2024**

**Charity Number: 1135740**  
**Company Number: 07171357**



# **WOMENS WORK (DERBYSHIRE) LTD**

## **FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

<b>Contents</b>	<b>Page</b>
Members of the board and professional advisors	1
Trustees' annual report	2-21
Independent examiner's report	22
Statement of financial activities	23
Balance sheet	24
Notes to the financial statements	25-35

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**WOMENS WORK (DERBYSHIRE) LTD**  
**MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS**  
**YEAR ENDED 31 March 2024**

**The Executive Committee (Board of Trustee)**

Elaine Hobson  
Marianne Connally  
Alison Rees-Jones  
Carol Powell  
Megan Graham  
Emma Cox  
Amanda Sawford

Chair  
Vice Chair  
Treasurer

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

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

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.

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

**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.

# WOMENS WORK (DERBYSHIRE) LTD

## TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2024

### 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.

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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.

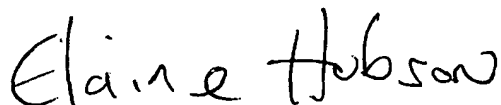
I would like to thank on behalf of the board, everyone who has come to the charity for help and assistance, and for trusting us to be part of their journey forward.

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*  
*Chair of Trustees*

# WOMENS WORK (DERBYSHIRE) LTD

## TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2024

### 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.

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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"*

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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).***

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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 26<sup>th</sup> 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.**

# WOMENS WORK (DERBYSHIRE) LTD

## TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2024

### 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."*

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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"*

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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 1<sup>st</sup> April 2023 to 31<sup>st</sup> 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**

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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.

<b>Our Funders</b>	<b>Our Partners</b>	<b>Our Donors</b>
29 <sup>th</sup> 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
Derbys. Comm Health Services	Derby City Mission	Members Summer Ball
Garfield Weston Foundation	Derby Homes	Graham Penny
Henry Smith Charity	Derbys. Adult Learning Serv.	Integral MEP Limited
JD Foundation	Derbys. Comm. Health Services	Longford Women's Inst.
Ministry of Justice	Derbyshire Constabulary	Morrisons
NACCC/MOJ	Framework Housing	NFC Networking
National Lottery Community Fund	HM Prison & Probation Service	Oakwood Women's Inst.
Police & Crime Commissioner	HMP Foston Hall	Rotary Club Nottingham
The Clothworker's Foundation	HMP Drake Hall	Sir John Eastwood Found.
Trusthouse Charitable Foundation	Hope Centre Derby	Stran HR Consultancy
	Institute of Our Lady of Mercy	Stowe Family Law
	Job Centre Plus	Our '1 in a million' Donors
	Padley Centre	Everyone who donated raffle and auction prizes for the Gala
	Peak Money	Everyone who took part in the Derby 10K
	Pennine Healthcare	Everyone who generously gifted to us
	Places for People	
	Skills Plus	
	Soroptimist Int. of Derby	

# WOMENS WORK (DERBYSHIRE) LTD

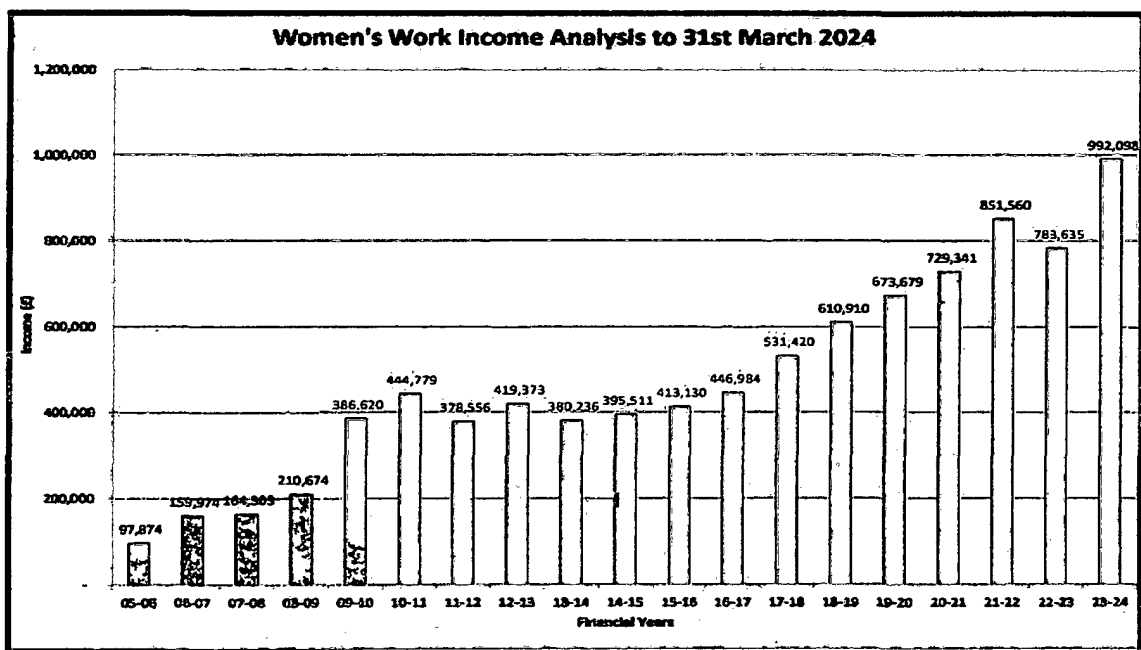
## TRUSTEES ANNUAL REPORT

YEAR ENDED 31 March 2024

### 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.



# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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**

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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".

# **WOMENS WORK (DERBYSHIRE) LTD**

## **TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 March 2024**

### **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.

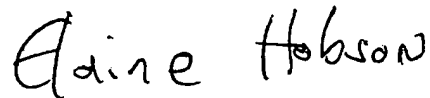
### **Small company provisions**

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**  
Chair

**Approved by the trustees on 31<sup>st</sup> 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.

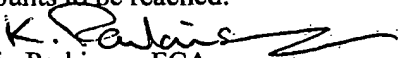
**Basis of independent examiner's statement**

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.

  
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 £
<b>Income from:</b>					
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
<b>Total incoming resources</b>		<b>109,366</b>	<b>882,731</b>	<b>992,097</b>	<b>783,635</b>
<b><u>Expenditure on:</u></b>					
Raising funds		-	-	-	-
Charitable activities	7	62,090	910,245	972,335	812,480
<b>Total expenditure</b>		<b>62,090</b>	<b>910,245</b>	<b>972,335</b>	<b>812,480</b>
<b>Net (expenditure) income</b>		<b>47,276</b>	<b>(27,514)</b>	<b>19,762</b>	<b>(28,845)</b>
Transfer between funds		-	-	-	-
<b>Net movement in funds</b>		<b>47,276</b>	<b>(27,514)</b>	<b>19,762</b>	<b>(28,845)</b>
<b>Fund balances at 1 April 2023</b>		<b>288,395</b>	<b>116,450</b>	<b>404,845</b>	<b>433,690</b>
<b>Fund balances at 31 March 2024</b>		<b>335,671</b>	<b>88,936</b>	<b>424,607</b>	<b>404,845</b>

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

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**  
Chair of Trustees  
Company Registration Number: 07171357

*Elaine Hobson*

Date: 31<sup>st</sup> August 2024

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **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.

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **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 2024

### 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
	<u>27,285</u>	<u>-</u>	<u>27,285</u>	<u>17,640</u>

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **4. Grants receivable**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds Year ended 31 March 2024</b>	<b>Total Funds Year ended 31 March 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
29 <sup>th</sup> 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	-
	<b>69,134</b>	<b>882,731</b>	<b>951,865</b>	<b>763,274</b>

### **5. Other income**

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

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **6. Investment income**

	<b>Total Funds Year to 31 Mar 2024 £</b>	<b>Total Funds Year to 31 Mar 2023 £</b>
Bank interest receivable (unrestricted)	<b><u>6,531</u></b>	<b><u>604</u></b>

### **7. Analysis of expenditure**

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

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

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **8. Net (expenditure)/income**

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

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Independent Examiner's Fees	<b><u>1,200</u></b>	<b><u>1,200</u></b>

### **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

	<b>Year to 31 Mar 2023 No</b>	<b>Year to 31 Mar 2022 No</b>
Charitable activities	<b>27</b>	<b>22</b>
Administration	<b>4</b>	<b>4</b>
	<b><u>31</u></b>	<b><u>26</u></b>

### **Employment costs**

**The aggregate payroll costs were:**

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

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

# WOMENS WORK (DERBYSHIRE) LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2024

### 11. Tangible Fixed assets

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

### 12. Debtors

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

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **13. Creditors: Amounts falling due within one year**

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

# WOMENS WORK (DERBYSHIRE) LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 March 2024

### 14. Statement of funds

	<u>At 1 April</u>			<u>Transfer</u>	<u>At 31 March</u>
	<u>2023</u>	<u>Incoming</u>	<u>Outgoing</u>	<u>between</u>	<u>2024</u>
	£	£	£	£	£
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
<b>Total Unrestricted funds</b>	<b>288,395</b>	<b>109,366</b>	<b>(62,090)</b>	<b>-</b>	<b>335,671</b>
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	15,026	-	(15,026)	-	-
Community Fund 2nd					
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
29 <sup>th</sup> 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
<b>Total Restricted funds</b>	<b>116,450</b>	<b>882,731</b>	<b>(910,245)</b>	<b>-</b>	<b>88,936</b>
<b>Total Funds</b>	<b>404,845</b>	<b>992,097</b>	<b>(972,335)</b>	<b>-</b>	<b>424,607</b>

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

Women's Work received core funding from the Henry Smith Charity, Garfield Weston and the 29<sup>th</sup> 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.

# **WOMENS WORK (DERBYSHIRE) LTD**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 March 2024**

### **15. Analysis of net assets**

	<b>Tangible fixed assets</b>	<b>Other net assets</b>	<b>Total</b>
<b>Unrestricted funds</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Funds	15,440	248,192	263,632
Designated Property Reserve	72,039	-	72,039
<b>Restricted funds</b>			
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
	<u>142,804</u>	<u>281,803</u>	<u>424,607</u>

### **16. Related party transactions**

The charity had no related party transactions that required disclosure.