

KAIROS WOMEN WORKING TOGETHER

England & Wales · Charity number 1136695

Details

Other names	KAIROS WWT
Status	Registered
Legal form	Charitable company
Company number	07254667
Registered	2010-07-01
Register	View on the Charity Commission register

Contact

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Coventry
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Website www.kairoswwt.org.uk

Activities

Objects: THE PREVENTION AND RELIEF OF POVERTY

Activities: Kairos Women Working Together (Kairos WWT) is a specialist women's organisation in Coventry. We support and advocate for women facing multiple disadvantage; those with complex unmet needs, including women at risk of and subject to sexual exploitation. We empower women to increase their safety, stability, self-belief, and self-reliance to build lives free from abuse and exploitation.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Coventry City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£553,247	£540,872	£340,670	14
2024-03-31	£553,059	£479,575	£328,295	13
2023-03-31	£473,719	£422,445	-	-
2022-03-31	£361,535	£384,405	-	-
2021-03-31	£319,202	£304,104	-	-

Trustees

Name	Role	Appointed
Anna Lockhart	Chair	2022-12-12
Daljit Kaur Sandhu		2026-02-09
Donia Alwan		2022-12-12
Faithful Olutomi Ajala		2026-02-20
Kate Hickling		2026-01-23
Lucy Katherine Rackliff		2021-07-19
Miriam Peck		2022-10-10
Tracey Jane Mountford		2026-01-23

KAIROS WOMEN WORKING TOGETHER

England & Wales - Charity number 1136695

Accounts

REGISTERED COMPANY NUMBER: 07254667 (England and Wales)
REGISTERED CHARITY NUMBER: 1136695

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
KAIROS WOMEN WORKING TOGETHER

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

WEDNESDAY



A38 *AEI20Y00* #36
24/12/2025
COMPANIES HOUSE

KAIROS WOMEN WORKING TOGETHER

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FOR THE YEAR ENDED 31 MARCH 2025

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KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Kairos Women Working Together is also known as Kairos (previously also known as Kairos WWT).

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES

Aims and Objectives

At Kairos, our vision is of a world where every woman matters, and all women live free from sexual exploitation.

Our mission is to support, advocate for, and empower marginalised women facing intersecting forms of disadvantage that make them subject to or at risk of sexual exploitation. We focus on increasing women's safety, stability, self-belief, and self-reliance through holistic, women-centred, open-ended emotional and practical 1-2-1 and group support, alongside individual advocacy. This approach enables women to build fulfilling lives free from men's violence, abuse, and sexual exploitation. Through our wider advocacy and influencing work, we use our specialist knowledge and expertise, alongside the voices of women with lived experience, to drive systemic change.

The name "Kairos" is derived from an ancient Greek word meaning 'the right, critical, or opportune moment for action'. In mythology, Kairos was the god of opportunity. At Kairos, we meet women 'where they are', creating the conditions for them to take steps toward their goals when they are ready. We provide options and opportunities, helping women to achieve meaningful change in their lives.

Established in 1999 by local women to reach those marginalised and vulnerable, particularly women involved in street-based prostitution in Coventry, Kairos has grown and evolved to meet the complex, changing needs of women facing multiple disadvantage. From a small volunteer-led project, we gained charitable status in 2002 and have gradually expanded into a specialist women's centre. Over the past few years, we have widened our reach, refined our approach, and responded to the unprecedented challenges posed by the Covid-19 pandemic, the cost-of-living crisis, and a competitive funding environment.

Our current services include street-based outreach, daytime and evening drop-ins, crisis intervention and harm reduction, facilitated and peer-led groups, intensive 1:1 support and advocacy, life skills, and therapeutic, wellbeing, and enrichment activities. We continue to be the service in Coventry that supports women who 'fall through the cracks' of mainstream 3rd sector and statutory services. As women- staff, volunteers, and those accessing support- we work together to build belonging, community, and change.

Our Values

Compassion - We treat women with respect and humanity, valuing their unique experiences and holding space for them to be heard.

Empowerment - We facilitate self-determination, supporting women to build confidence, agency, and independence while maintaining professional boundaries.

Justice - We advocate for women whose voices are silenced or marginalised; challenging systems and policies to uphold rights and drive change.

Our Approach

Women-centred- Kairos is run by women, for women. Women supported by Kairos have been subjected to men's violence and all are impacted by trauma. They tell us that the presence of males could act as a significant barrier to their engagement. Therefore, we prioritise women through the provision of single-sex services and spaces in line with the EA2010. Each woman is at the centre of her journey, we are led by her, and we amplify the voices of the women we support in our wider advocacy and influencing work.

Trauma Informed- We consider the effects of trauma in our interactions with women and in the design of our environment, approach, and services. We challenge the way in which women are blamed and often pathologised for their trauma. We focus on women's strengths and are non-victim blaming. We advocate for a trauma-informed approach at a local, regional, and national level.

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Hopeful- We believe in the potential of every woman and empower them to believe in themselves. We always hold hope for them, even when they might not want or feel ready for change. We will never give up on them. Our support enables them to reimagine their lives and we journey with them towards their goals. This is not to be confused with placing expectations on the women; they lead us and we journey alongside them.

Collaborative- We listen to the voices of women with lived experience. They are actively involved in co-designing their support plans and co-producing service provision. We regularly consult with the women we support, so that their voice is influential at all levels of organisational decision making and beyond. We encourage and provide opportunities for peer leadership. We work in partnership with other organisations and are always open to new opportunities for collaboration.

Relational- We take time to build trusting relationships with women to maintain their ongoing engagement and optimise opportunities for empowerment. Our informal style involves patience, persistence, and flexibility. We uphold high levels of confidentiality and work to deliver what we say we will. As a team of staff and volunteers we invest in our relationships with each other.

Holistic- Every woman is treated as a unique individual, with specific needs and ambitions. Services are designed to be open ended and to enable women to address multiple issues in their lives, not just focus on one area, because their lives cannot be categorised into single issues.

Outcomes Focused- We want our support to be transformational, therefore we ensure our approaches and processes are working towards helping women move beyond crisis to achieve life changing outcomes, which ultimately results in more women living fulfilled lives, free from sexual exploitation.

Evidence Based- We are informed by best practice evidence of what works to achieve our aims. We collect data, monitor outcomes, and evaluate our services to feed into a cycle of continuous improvement and the development of organisational strategy.

Reflective- We engage in reflective practice, intentionally taking time to consider how our values, biases, thoughts, feelings, and beliefs influence the decisions we make in the course of our work. Frontline staff participate in individual external clinical supervision and internal group reflective practice sessions. Volunteers are provided with opportunities for reflective practice. Kairos is a place for learning and evolving.

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

OBJECTIVES AND ACTIVITIES

Significant activities

Services

All women accessing support beyond outreach and drop-in are allocated a primary Support & Advocacy Practitioner from one of our four main services. However, service provision is holistic and tailored to each woman's needs and can include wraparound support from staff and services across the organisation.

Feeling Safe - supports girls and young women aged 16-25, many of whom have been subjected to childhood sexual exploitation or are at risk of further exploitation.

Aspire - supports women over 25, including those involved in street-based prostitution or at risk of sexual exploitation due to multiple disadvantage.

A Home of Her Own - supports women who are homeless, at risk of homelessness, or living in unsafe accommodation.

Women's Justice - supports women in contact with the criminal justice system, including those in custody, on community sentences, or recently released.

Key Activities Across Services :

- Evening street-based outreach and drop-in, in Hillfields, Coventry
- Crisis intervention to address safety issues, reduce harm, and meet basic needs
- Support in response to domestic abuse and/or sexual violence; make 'Ugly Mug' reports, access the Sexual Assault Referral Centre (SARC) and/or local ISVA/IDVA services, and/or to report to the police
- Support to access physical, mental, and sexual health services
- Support with benefits and financial management
- Access to free legal advice via our partnership with Central England Law Centre
- 1-2-1 practical and emotional support to achieve identified short and long term goals
- Multi-agency case coordination, liaison, and advocacy
- Support to engage with antenatal and postnatal services and children's social care
- Support navigating the criminal justice system and engage with the police, courts, probation, prison, and other justice services. Support at court, prison in-reach, release planning and community reintegration
- Housing and tenancy advice and advocacy, assistance with homelessness and emergency accommodation applications, support into and to maintain safe and suitable accommodation
- Wonder Women Wednesdays: a daytime multi-agency 'one stop' support drop-in, providing access to a safe space, hot meal, shower, housing support, IDVA, ISVA, substance use support, and various support staff from other partner organisations
- Queen Bees: a semi-structured empowerment group for Feeling Safe participants focused on self-love, self-care, healthy relationships and women's right to feel and be safe. The group provides a safe space to develop confidence, self-esteem, and well-being while building a positive support network.
- Blossoms: a peer support and ante/post-natal group for women across our services who are pregnant or have recently had a baby, many of whom have experienced and/or are facing child removal. Delivered in partnership with a Specialist Midwife, the focus is on maternal health and wellbeing, positive engagement with services, and improved outcomes for children, breaking intergenerational cycles of trauma.
- Therapeutic garden: a sensory outdoor space to connect with nature, self, or others
- Opportunities for new experiences, therapeutic interventions, peer mentoring/leadership, training, development, volunteering, and employment support
- Support to exit prostitution/commercial sexual exploitation for those who wish to

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES

Public Benefit

The Trustees ensure the charity complies with Charity Commission guidance on public benefit. Kairos's main public benefit is for women living in Coventry and surrounding areas who face multiple disadvantage that make them subject to or at risk of sexual exploitation. This includes women involved in prostitution / commercial sexual exploitation, those who seek to or have exited it, young women who have been subjected to childhood sexual exploitation and/or are at risk of sexual exploitation as adults and, more broadly, women facing multiple disadvantage who have multiple unmet needs, including but not limited to poverty, homelessness, substance use, contact with the criminal justice system, poor physical and mental health, and risk of child removal. We empower women to increase their safety, stability, self-belief, and self-reliance to build lives free from abuse and exploitation. In cases where the women have children, by extension their children also benefit from our service.

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

OBJECTIVES AND ACTIVITIES

Volunteers

Kairos benefits from 20 committed volunteers who contribute to service delivery, fundraising, and community engagement. A dedicated Volunteer Manager oversees recruitment, training, support, and supervision, ensuring volunteers feel valued and equipped to contribute meaningfully. We are so very grateful to our volunteers for the contribution they make to Kairos and the women we support. During the next financial year, we plan to recruit and onboard significantly more volunteers as part of our strategy to meet increasing demands for our service.

Long-Term Aims, Objectives, and Performance Measurement

Guided by our 2022-2025 organisational strategy, Kairos is committed to achieving sustained transformational impact for women, underpinned by evidence-based practice, robust organisational systems, and a commitment to women's voices and lived experience. Our long-term aims set the strategic direction of the organisation and define the change we strive to achieve in the lives of women in Coventry and surrounding areas.

Long-Term Aims

More Women Achieving Transformational Outcomes That Last

We aim to support women not just to cope with immediate crises but to achieve lasting improvements in safety, wellbeing, independence, and life opportunities.

Women with Lived Experience Proactively Centred in All We Do

Women's perspectives and experiences are integral to service design, delivery, and evaluation. We aim to ensure that women are actively involved in shaping our organisation and that their voices influence policy, practice, and advocacy.

Advocacy for Women at Local, Regional, and National Levels

Kairos seeks to influence systems and policies affecting women experiencing or at risk of sexual exploitation, ensuring that their needs and rights are represented in decision-making forums.

Best Practice Provider of Outcomes-Focused, Evidence-Based Services

We strive to deliver high-quality, innovative services informed by research, data, and reflective practice, continuously evaluating and improving our impact.

Well-Resourced, Efficient, and Sustainable Organisation

We aim to secure diverse and sustainable funding, strengthen governance and infrastructure, and ensure efficient use of resources to maintain and expand support for women.

Objectives for 2024-2025

To progress towards these long-term aims, our key objectives for the 2024-2025 financial year included:

Reviewing Service Provision and Outcomes

Identify the data and evidence required to monitor progress and clearly articulate the difference we make.

Increasing Women's Participation

Increase opportunities for women to shape internal and external decisions, ensuring services are responsive to lived experience.

Strengthening Partnerships, Advocacy and Influencing

Raise awareness of our work and women's issues through enhanced communications, social media engagement, community engagement and representation at key events.

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

OBJECTIVES AND ACTIVITIES

Embedding Outcomes Monitoring and Staff Development

Continue to support professional development for staff and volunteers to strengthen practice and service delivery.

Securing Sustainable Funding

Explore additional income streams and partnerships to enhance organisational resilience.

Measuring Success

Progress and performance are assessed through multiple measures to ensure accountability, continuous improvement, and impact reporting:

- Delivery of key actions and outputs outlined in the annual business plan.
- Numbers of women accessing and benefiting from our services.
- Improved outcomes for women, including safety, wellbeing, empowerment, housing stability, and reduced engagement with harmful systems.
- Financial performance, including income versus expenditure and cashflow forecasting.
- Success rate of grant applications and diversification of income streams.
- Feedback from women and partner organisations to evaluate service quality and impact.
- Embedding learning from monitoring, reflective practice, and external evaluations into service development.

Through this framework of strategic aims, annual objectives, and robust performance measurement, Kairos ensures that every intervention contributes to lasting transformational change for the women we support and the wider community.

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRATEGIC REPORT

Achievements and performance

Charitable activities

Between the period of 1 April 2024 to 31 March 2025, Kairos supported 330 unique women, an increase from the previous year of 34%, significantly higher than the 12% increase we saw the previous year%. Self-referrals through word of mouth from other women who have benefitted from our support make up the largest proportion of referrals, with others coming from housing, Change Grow Live (drugs and alcohol service), prison and probation, midwifery and other health services, children's social care, and via the Coventry Women's Partnership (made up of FWT, Coventry Haven Women's Aid, CRASAC, Central England Law Centre, and Kairos). Over the reporting period, referrals from local authority (statutory and commissioned) services increased, however we do not receive any local authority funding. We believe the need is much greater in Coventry than we currently serve and that there are communities of marginalised women we are not yet reaching; for example, we know there are minoritised and ethnically diverse women subject to or at risk of sexual exploitation that we have yet to reach and engage. However, due to funding limitations we are unable to undertake assertive outreach to better understand the needs of these women.

Throughout the year, women received holistic wraparound support across our services based on their individual needs. Due to the multiple, intersecting challenges the women were facing, typically with involvement in various external systems (housing, benefits, health, social care etc.), their support was often intensive in nature. For example, a single woman may have accessed support with basic needs during street-based evening outreach, attended our Women's Hub multiple times for crisis intervention, to disclose sexual violence, and eat, sleep, and shower with us, been supported to attend and engage in meetings with other services, participated in one of our semi-structured groups to address social isolation and build resilience and coping skills, and practiced self-care in our garden, all in one week. Simultaneously, in the background, our staff may have been seeking out expert advice, writing advocacy letters, liaising with staff from other organisations, completing safeguarding procedures, and contributing to multi-agency safety planning, all on behalf of the same woman in the same week. In our experience, this high level of interaction is needed to successfully engage women, overcome complex challenges, and, gradually over time, achieve transformational change. Our goal is to empower women so that, over time, they gain independence and a sense of stability in their lives and gradually become less in need of support.

Throughout the reporting period we undertook a number of activities to reflect on and assess our success against our organisational and strategic aims. These included:

- weekly team check-ins
- monthly support & supervision sessions between staff and management
- monthly group reflective practice sessions
- monthly whole team meetings
- rolling informal consultancy with the women we support
- collection and analysis of feedback received
- regular partnership meetings
- regular review of data held on our database and outcomes measure tool to capture common themes
- quarterly Board meetings
- annual service and strategy reviews
- quarterly, 6 monthly, and annual reporting back to individual funders on progress against agreed key performance indicators

Kairos continued to use a CRM database system, Lamplight, to record day-to-day activities and work records throughout the reporting period. We also used the nationally recognised Triangle online Outcome Stars to monitor, review, and record progress and outcomes achieved with the women we support. We acknowledge that neither of these systems aided us in truly capturing the impact of our work, thus we plan to explore, adopt, and embed new ways to measure and demonstrate the difference we make to the women's lives in the coming financial year.

The following overview highlights the number of women supported in each service area and the outcomes reported by the women we support. Please note that the same women may engage with multiple services.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Feeling Safe:

Our Feeling Safe service supported 75 young women 16-25 years old as they transitioned into adulthood (a 34% increase from the previous year). The previous year we lowered the age criteria to 16 based on recommendations from an external evaluation into the effectiveness of Feeling Safe, conducted by independent researchers from Nottingham Trent and Coventry Universities which highlighted a gap in transitional safeguarding for 16 and 17 year old girls as they 'aged out' of children's services. This is often a critical time as support they received from as children (up to the age of 18) drops away and they are at risk of becoming further isolated, and vulnerable. We know that perpetrators of sexual exploitation don't suddenly stop their abuse because the girl turns 18 and she as the victim does not suddenly become a 'consenting adult' no longer in need of support. We plan to continue to raise awareness of the unique needs of girls at risk of sexual exploitation as they transition into adulthood and strengthen referral pathways to ensure that fewer young women are falling through the cracks.

The Feeling Safe service uses the Young Persons Star to monitor and record progress made.

- 77% reported that they improved or maintained how they feel
- 78% reported that they improved or maintained their positive people and support networks
- 81% reported that their feeling of safety had improved or maintained
- 83% reported that they improved or maintained their practical life skills.

As part of our Feeling Safe service we continued to facilitate a weekly empowerment group called **Queen Bees** where young women provided peer support, built their self-confidence, improved their wellbeing, and increased their understanding of their rights (for example their rights within a healthy relationship). The group was attended by 35 young women over the reporting year (up 45%) who reported an increase in coping skills, life skills, confidence, and feeling of community as a result of their involvement. They also reported that they knew more about their rights and had a clearer idea of their future goals. Some members of the group participated in our wider advocacy work themselves; contributing to external consultations, research projects and training delivery

Our 2024 **Summer Programme**, which offers young women the opportunity to try new experiences, build their confidence, meet other young women, and broaden their horizons to help them think about what they would like to achieve in the future, was attended by 15 young women. This year, there was a focus on accessing affordable, low cost activities in the local community with the idea of encouraging the young women to feel confident in taking up activities that interest them in their own time.

Aspire:

Our Aspire service supported 184 women over 25 (a 34% increase). Some of the women were or had previously been actively involved in street-based prostitution and/or other forms of commercial sexual exploitation. They often accessed the service in crisis and some cycled in and out of support, which we recognise is a natural part of change when facing multiple disadvantage. The women typically experienced the most harsh extremes of poverty (and they were often not in receipt of the benefits they were entitled to), complex physical and mental health challenges (but may not have been registered with a GP or in receipt of specialist medical support), homelessness (which is so often 'hidden' as differs from male homelessness), life controlling use of substances to cope with trauma, criminalisation (most often for non-violent offences), and repeated victimisation in the form of robberies, assaults, kidnapping, hostage keeping, torture, financial abuse, blackmail, sexual assaults and rapes, coercive control and domestic abuse (though may not have been officially considered a victim of this because her perpetrator may not have been a stereotypical intimate partner).

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

This service struggled to meet the demand for support due to the increasing complexity of need presented throughout the year. As with previous years we recognise the need to increase staffing capacity in this service so that more women can receive support that extends beyond crisis intervention and harm reduction, however this continued to present a challenge within the funding constraints of the reporting period.

Tragically, women known to us through this service passed away during the reporting period, which we believe is linked to the inequalities they faced in their lives. One significant issue which continued this year and put women's lives at risk was the presence of synthetic opioids in the local community, which presents an increased risk of overdose. We addressed this by ensuring we communicated the risk and harm reduction measures to women, working in close partnership with CGL, the local commissioned drugs and alcohol service (including them being co-located on Wednesdays at our drop-in), and we continued to train women in the safe administration of Naloxone on others.

For the Aspire Service we use the Empowerment Star to monitor outcomes.

- 64% reported that they improved or maintained their money
- 70% reported that they improved or maintained their legal issues
- 70% reported that they improved or maintained their health and wellbeing
- 71% reported that they improved or maintained their empowerment and self-esteem.

In addition to the Aspire service we continued to operate a weekly evening street-based Outreach and Drop-In provision, where staff and volunteers walk around the local so-called 'red light district' to meet women where they are at, distributing food, drinks and harm reduction materials, chatting to women and inviting them back to our session held later in the evening. At our drop-in we offer hot food and drinks, harm reduction materials, clothes and a non-judgmental, listening ear. There is no obligation for women to access our wider support services, however this is most often where the women supported under Aspire first accessed wider support and self-refer in. Over 70% of women met at this drop-in do eventually go on to access more in-depth support. It can take many months, if not years, to build up enough trust with a woman for her to feel ready and able to receive ongoing support. During the reporting period, 92 women were supported via our Outreach and Drop-in provision (up by 26%). Women reported to us that they valued a safe, women-only space, that they could retreat to, where they wouldn't be judged or pressured for anything in return.

A Home of Her Own:

The A Home of Her Own service supported 56 (a 33% increase) women who were homeless or at risk of homelessness across 3 pathways as follows;

Crisis: supporting women who are homeless, rough sleeping, sofa surfing or using survival sex. There were 14 women supported through this pathway.

Prevention: supporting women at risk of homelessness, or eviction. There were 30 women supported through this pathway.

Sustainment: supporting women who have moved into their own tenancy, access grants, setting up utilities and settling in to the local community. There were 12 women supported through this pathway.

It should be noted that during this financial year there was a period where the Specialist Housing Practitioner role was vacant so we reached fewer women than anticipated through this provision.

The A Home of Her Own Service uses the Tenancy Star:

- 84% reported that they improved or maintained their health and wellbeing
- 84% reported that they improved or maintained looking after their home
- 86% reported that they improved or maintained their money and rent
- 89% reported that they improved or maintained their housing situation

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

Women's Justice:

Our Women's Justice Service, currently funded by the Ministry of Justice, supported 102 (18.6% increase) women in contact with the criminal justice system (CJS). Our intervention included us going into prisons, release planning, supporting women on the day of release and providing ongoing support in the community. We worked closely with prisons, probation, and other services. Most of the women's offences were directly related to poverty, homelessness, or addiction and were typically acquisitive and non-violent. We saw that criminal exploitation of the women was also a contributing factor in some cases and this is often interlinked with coercive control and domestic abuse by male perpetrators. We aimed to address the criminogenic factors that contributed to women's offending, thereby reducing the risk of reoffending and the likelihood of women being repeatedly caught up in the revolving door of short term periods of imprisonment. Women's experiences of criminalisation intersects with being subject to or at risk of sexual exploitation, so we worked on increasing our voice and influence within the women's justice sector. We actively contributed to the ongoing work of the National Women's Justice Coalition, alongside other Women's Centres and specialist services to influence government legislation and policy making to better address issues related to women caught up in the criminal justice system.

The Women's Justice service uses the Justice Star

- 52% reported that they improved or maintained their mental health and wellbeing skills
- 55% reported that they improved or maintained managing strong feelings,
- 67% reported that they improved or maintained their living and selfcare skills.
- 64% reported that they improved or maintained decreasing or abstaining from drugs and alcohol
- 71% reported that they improved or maintained leading a crime free life

Wonder Women Wednesdays:

Wonder Women Wednesdays (WWW) is our weekly daytime multi-agency support drop-in. During the reporting period 104 (39% increase) women accessed support via WWW.

Women came to the drop-in for 'everything and anything'. This might have included a cup of tea on the sofa, a chat, lunch, use of a phone or laptop, clothes/food donations, a shower, or a place to catch up on sleep. There is no expectation that the women who come to WWW must access wider services. WWW was well attended by a variety of partner organisations including Coventry Haven Women's Aid, Foleshill Women's Training,, Central England Law Centre, Change Grow Live (CGL-substance use), mental health, housing, and others. St. Margaret's Church often provided a wellbeing activity for the women. By adopting a relational approach to interacting with women at WWW sessions, external professionals often find they are able to extend specialist support to women in need who they wouldn't ordinarily reach.

If women made a disclosure of abuse, violence, or exploitation or asked for support regarding a variety of issues, the services were there and available to them. The women didn't need to fill in forms or wait for a response but could speak to people that they might have already built a relationship with. WWW created a safer space in which moments that might transform a woman's experience could happen. For example, if a woman decided she would like to be on a methadone 'script' (prescription) to start to address her use of heroin, she might have been contemplating the idea for months before she felt able to take action. In that time, she met and had conversations with the relevant CGL worker. They built up a relationship which then makes it easier for the woman to take that first step. The women who used the service reported that the drop-in felt like their space, a place where they feel comfortable and the know they will get the same consistent support from all the services in the partnership.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Blossoms:

Our Blossoms group, delivered in partnership with a Specialist Midwife, supported 36 (a 71% increase) women who were pregnant and/or had babies. The majority of the women who attended this group had children's social care services involvement at either a Child In Need or Child Protection level. The women were supported to believe in their own capacity to be a nurturing and protective mums. At Blossoms there is a strong focus on maternal health and wellbeing. Many of the women benefited from support from staff and each other regarding their fears and anxieties around social care involvement. Women were encouraged and supported to engage in care plans with the aim of improving outcomes for mum and baby. In some cases, the intervention helped prevent the baby from entering the care system, therefore reducing intergenerational experiences of the care system. The group also helped women manage their expectations in terms of possible child removal and/or to cope with the experience of having their child removed.

Feedback From Women We Supported

Our impact is life-changing and life-saving, a key element of our performance is inevitably the feedback we receive from the women we support.. This year women told us:

"I used to think asking for help made me weak. You've shown me it makes me brave."

"I never believed I would find a space like this - where I could be honest about my struggles without being judged or dismissed. For most of my life, I've felt like people looked at me and only saw my mistakes, my addiction, the chaos of my life, the labels that have been put on me. But here I feel like I'm seen as a whole woman with potential. You give me time, choices, you give me respect. That means more than I can say. You've helped me open up about things I've kept hidden for so long because I thought no one would understand. You've helped me trust again in my own time. I'm starting to believe that I deserve safety and love. I'm learning that healing isn't impossible; it just takes the right women to show you that it's possible."

"Kairos has honestly been a lifeline for me, and I mean that. I came to you at a time when I had nothing left - no food, no home, no kids, no hope. I was in a dangerous place, doing whatever I had to do just to survive. I was using heavily because it was the only way to numb everything I'd been through. I didn't think anyone could help me or even wanted to. But you didn't look at me with disgust. You treated me like a human from the very first day. You helped me get safe, you helped me get clean, and you helped me start dealing with the trauma underneath everything. You've walked with me through the setbacks and the good days. You've fed me, clothed me, listened to me, and helped me access support that I was too overwhelmed or scared to get on my own. You didn't let me slip through the cracks, and because of that, I'm still here - and I'm finally starting to believe in a different kind of future."

"What makes Kairos different is that you don't give up on us. Even when we mess up, even when we disappear for a while, you welcome us back like it's nothing."

"I feel stronger, more hopeful, and more connected to other women who understand what life is like for ladies like us. I actually look forward to the future now."

"What makes Kairos different is that you don't give up on women like me. I've been in and out of services for years, and every time things went wrong or I missed an appointment or I relapsed, I felt judged or pushed out. But here, you've welcomed me back. That kind of genuine care changes something inside you. It makes it feel possible to keep trying. You've helped me through so many situations that I would never have coped with on my own - housing crises, court dates, mental health dips, abusive relationships, everything. You make things that feel terrifying actually manageable because you stand beside me instead of lecturing me. I'm not alone anymore. I finally feel like I have a family of women in my corner who actually want to see me thrive, not just survive."

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRATEGIC REPORT

Achievements and performance

Fundraising activities

Kairos continued to be funded primarily through grants, received from trusts and foundations, The National Lottery, the Ministry of Justice and the Police and Crime Commissioner. Thanks to funding received through ROSA, we were able to employ a dedicated Fundraising Manager, and increase our in-house and increase our capacity to apply for grants without using external consultants. The Fundraising Manager acts as a key senior leadership role and will work with the CEO to develop a Fundraising Strategy which will aim to diversify our income streams towards increased sustainability.

Our annual Christmas fundraising campaign, which raises money towards us 'giving the gift of Christmas' to the women once again proved challenging, reflecting the hard times experienced by the local community during the unfavourable economic climate.

Financial review

Financial Position

During the year, the net funds raised from the general public and government to fund the programmes mentioned was £548,379 (2024 £550,504)

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £12,375 (2024: £73,484) which was raised for particular programmes.

At the end of the financial year the total funds were £340,670 (2024: £328,295 which will be invested into the charity's activities in the following year.

During the year, our largest grants were received from:-

Ministry of Justice £163,819

National Lottery £113,950

During the year, there was no significant events that have affected financial performance and financial position during the period.

Principal Funding Sources

Coventry City Council

Smallwood Trust

Newfield Trust

Eveson Trust

Albert Hunt

Ministry of Justice

ROSA

DWP

Family Action

National Lottery

Heart of England

The charity is grateful to all community groups who support our work both financially and in kind, through donations of food, clothing, and toiletries. During the reporting period we received at least £2,295 worth of in-kind support. Kairos is a member of the Neighbourly Association to link in with local supermarkets who donate food. This became vital, particularly as we saw the increasing impact of the cost of living crisis. We are thankful to Aldi and Morrisons for their continued support and donations.

Investment policy

The charity holds excess cash in a Savings Account to earn investment income. During the year interest of £4,685 was earned. This cash is immediately available for emergencies.

Reserves policy

The charity will aim to keep between three to six months' core running costs in unrestricted reserves. This is to ensure the Charity is able to meet all of its legal obligations should all funding be withdrawn. The unrestricted reserves at 31 March 2025 totalled £289,987(2024: £313,386) and are sufficient to meet this target unrestricted reserve level.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRATEGIC REPORT

Plans for Future Periods

During the 2024/2025 financial year we continued to make meaningful progress against our 2022-2025 organisational strategy, despite another year marked by severe pressures on women and on the services that support them. Demand for our trauma-informed, relational and holistic support increased yet again, driven by deepening poverty, escalating mental health crises, exploitation, men's violence, and the continued effects of long-term inequalities. The complexity and intensity of women's needs have remained exceptionally high.

Against this backdrop, a core priority for us this year has been protecting the wellbeing, capacity and resilience of our staff and volunteers, who carry out profoundly skilled and emotionally demanding work. We strengthened our reflective culture, embedded more restorative and nurturing internal practices, and continued to stabilise our resourcing. Supporting our team to thrive remains central to our ability to deliver high-quality, women-centred support.

Looking ahead, we remain focused on several key priorities that build on the foundation set out in our 2022-2025 strategy and prepare us for our next strategic phase.

Securing Long-Term Premises (Women's Hub)

Securing permanent, fit-for-purpose premises for Kairos continues to be a top organisational priority. A dedicated, self-contained space will enable us to fully realise our Women's Centre model and provide a trauma-informed, women-only space for women and a stable base for staff, volunteers, peer supporters and partners. We are incredibly grateful for the ongoing guidance of the Ethical Property Foundation (funded via the Lloyds Bank Foundation Enhance Programme) and for the support from local partners and community members who have championed our search since it began. As a small charity, the process remains resource-intensive, but we are **hopeful that a viable premises solution will be secured during the coming year.**

Strengthening Fundraising and Financial Resilience

In the next financial year, we will continue to maximise fundraising opportunities, introduce a small team of fundraising volunteers, and develop our fundraising strategy. The strategy will enable us to increase multi-year funding, diversify income, and expand our community of supporters. Strengthening financial resilience is essential for delivering specialist support and responding flexibly to women's evolving needs.

Improving Data, Learning and CRM Infrastructure

We will continue our review of our data systems, exploring alternative CRM options to ensure we have a platform capable of capturing the depth and complexity of women's experiences, outcomes, and journeys. We plan to seek funding for system transition, data migration and training. This work is integral to our evidence-building, learning culture and our ability to influence systemic change.

Policies, Procedures and Governance

We will undertake a full review of our policies, procedures and HR frameworks to ensure they fully reflect our trauma-informed ethos, our commitments to anti-racism, equity and inclusion, and the realities of delivering highly specialist frontline work. Strengthening governance and operational clarity will support staff wellbeing, risk management and organisational growth.

Organisational Identity and Positioning

In the year ahead we will develop our brand and communications to more clearly articulate:

- the difference we make
- the lived realities of women we work alongside
- the systemic injustices we challenge

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRATEGIC REPORT

- our vision for a safer, more equitable future for women

This includes strengthening our organisational voice on issues such as exploitation, criminalisation, poverty, men's violence against women and girls, and the structural barriers women face. We aim to build a more confident, justice-led presence within local and national conversations.

Strategic Planning for 2026-2031

During 2025/26 we will undertake a comprehensive strategic planning process to develop our 2026-2031 organisational strategy. This will be informed by learning from the past three years, insights from women, staff and partners, our emerging Theory of Change, our organisational positioning work, and a clear-eyed analysis of the external environment. The new strategy will set out our long-term direction, priorities and the next phase of development for the Kairos Women's Hub, specialist services, partnerships, lived experience leadership and systemic advocacy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Kairos Women Working Together was an Unincorporated Association registered with the Charities Commission from September 2002 until September 2010.

Charity constitution

Kairos Women Working Together was incorporated as a company limited by guarantee (07254667) in England and Wales in May 2010. It was registered as a Charity (1136695) in June 2010.

Recruitment, appointment, induction and training of Trustees

Trustees are recruited through open recruitment on the Reach Volunteering website and via social media. They are interviewed, go through DBS and reference checks, and are invited to observe a Board Meeting prior to being formally appointed. Trustees receive an induction to introduce them to the organisation and the responsibilities of their role.

Trustees bring a variety of skills and experience including accountancy, legal, HR, governance, strategic leadership, change management, and more. All our Trustees receive safeguarding training and have the opportunity to access external training.

All Trustees give their time voluntarily and receive no private benefit from the charity; neither do parties related to them receive any benefit from any transactions undertaken by the charity.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Trustees form a Board which includes the following officers: Chair, Secretary, and Treasurer. It meets quarterly. The Board has overall responsibility for strategic planning, policy formulation, approval and monitoring of programmes and services, finance, risk management, staff and volunteers, and premises.

The Articles of Association require that the number of Trustees shall not be less than three. As of 31 March 2025, there were 7 Trustees. The Trustees are also Directors of the company.

The CEO works closely with the Trustees, attending the Board meetings. The Board delegate operational decision making to the CEO. The CEO and Chair have regular contact to discuss strategic, risk, or pressing issues. The CEO and Treasurer have contact on at least a 6 weekly basis to monitor budgets and the overall financial situation.

Pay and remuneration of employees is reviewed annually against rises in the cost of living and where funding allows increases to pay are made to reflect this. During the reporting period a salary benchmarking exercise against all roles was undertaken as part of a pay review, as a result of this exercise the CEO recommended to the Board that some salaries should be increase. The Board considered this recommendation alongside the financial position and agreed to increase the salaries as recommended by the CEO.

Kairos staff work with the CEO to develop and deliver good practice in line with policies. Support and Supervision meetings take place monthly. Individual external clinical supervision is provided monthly for frontline staff by independent supervisors. As of March 2025 we had the following paid roles in place:

CEO (1 FTE)
Head of Service Delivery (1 FTE)
Finance Manager (1 FTE)
Team Manager (1 FTE)
Volunteer Manager (0.6 FTE)
Specialist Housing Practitioner (0.8 FTE)
Specialist Justice Practitioner (1 FTE)
Support and Advocacy Practitioners (7.8 FTE)

Decision making

The Chair of Trustees as of 31 March 2025 was Abbee McLatchie. She is also the Safeguarding Lead for the Board. All Trustee's participate in decision making at Board meetings, with each holding an equal vote.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Partnerships

Kairos continued to maintain and build many successful partnerships and alliances locally, regionally and nationally. These relationships have helped strengthen referral pathways, improved service delivery, and the outcomes we achieve, as well as benefiting staff well-being and development. In addition to providing frontline support services, Kairos is dedicated to amplifying the voices of the women we support and advocating for and influencing systems change. Therefore staff at all levels contribute to many multi-agency meetings, forums, working groups, coalitions, and boards across various sectors that impact on the lives of disadvantaged and marginalised women subject to or at risk of sexual exploitation.

Kairos continued to be an active member of the Coventry Women's Partnership, funded by The Smallwood Trust, alongside Foleshill Women's Training (FWT), Coventry Rape and Sexual Abuse Centre (CRASAC), Coventry Haven Women's Aid (CHWA) and Central England Law Centre (CELC). This partnership aims to increase social and economic outcomes for women, helping them to easily access multiple services and move smoothly between agencies. The partnership was evaluated by Renaisi, a social enterprise which conducts research into social and economic injustice to drive social change. The research explored the partnership's trauma-informed and women-centred approach and demonstrated the potential for the partnership to have greater influence as a collective voice representing the needs of the women collectively supported, an area for further development should we secure further sustainable funding to advance our work.

Kairos advocated for Coventry to participate in the Women's Rough Sleeping Census, led by Solace and CGL, to ensure that women's homelessness is recognised as an issue distinct from men's homelessness and in need of dedicated strategy, policymaking, and funding.

We were actively involved in a qualitative legal needs research study, a project between the University of Warwick School of Law, the Central England Law Centre and Law for Life: The Foundation for Public Legal Education. The study focuses on the experiences of marginalised groups and the role of community organisations in supporting them to access civil and social justice.

We continued to fund our partnership with Valley House, for women to have immediate access to person-centred counselling. Women accessing counselling first have an initial meeting with the Counselling Coordinator before being matched with a counsellor. Women accessed counselling for 6 months, and if there was availability, longer if needed.

We continued to value links with local churches whose premises were hired for our services during the reporting year:

- All Saints / St Margaret's Church
- St Mary's & St Benedict's RC Church

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

In line with our Risk Management Policy, the Board reviewed major strategic, financial, and operational risks throughout the year, with the CEO regular escalating risks by exception to the Board as appropriate.

The significant risks that Kairos faced during the reporting period included:

- Impact of the cost-of-living crisis: The cost-of-living crisis continued to severely impact the women we support, sending them further in to poverty and at further risk of sexual exploitation. Other services reported that they were at capacity and the women we supported were sometimes unable to get their needs met by other services. This meant an increased demand on our service. We saw more women through our evening outreach and drop-in. We experienced a further decrease in the number of donations we received of essential items such as toiletries or clothes from the general public and a significant fall in donations, such as towards our Christmas campaign. Yet more women were asking for essential items, particularly as other services such as local food banks announced that they were in crisis and had to limit their distribution.

- Staff Wellbeing: Frontline staff work day in day out where the oppression of women through unjust systems and men's violence against women and girls is a huge element; this leads to the risk of secondary and vicarious trauma. The work is fast paced and, at times exhausting, triggering, and enraging. This risk has been mitigated by ensuring that all staff receive managerial and clinical supervision on a monthly basis, a weekly paid staff 'wellbeing hour', and an employee assistance programme (EAP) with access to additional counselling sessions. We have embedded a culture of supporting each other, reflecting on practice, and prioritising self-care.

- Safeguarding: Kairos staff dealt with a high number of safeguarding issues and concerns on a regular basis. There was an increase in the number of referrals to and attendances at MARAC. To reduce the risks associated with safeguarding, we continued to have robust recording and reporting procedures. We continued with a weekly Safeguarding meeting between senior members of the team. All Trustees, staff, and volunteers keep training refreshed and we promote a culture of safeguarding.

- Kairos premises: Kairos has been based at St. Margaret's church since 2020, however we have grown and the Church now have alternative plans for the space. Also, recurring heating issues put the charity at risk of not being able to carry out its aims or provide a safe working environment. We have been actively seeking suitable new premises since 2021, having made appeals to the local council, MPs, and the local community. We've been supported by property search consultancy from The Ethical Property Foundation thanks to funding from Lloyds Bank Foundation, have designated some reserves towards a move, and have received pledges from funders towards building refurbishments. The CEO, Head of Service Delivery and a subgroup of Trustees continue to search for a new home for Kairos.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07254667 (England and Wales)

Registered Charity number

1136695

Registered office

Old Grammar School
31 Silver Street
Coventry
CV1 1HP

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

Trustees

Ms A McLatchie (resigned 10.11.25)
Ms E Baria Bailey (resigned 6.12.24)
Dr L K Rackliff
Ms M J Rothwell-McHugh
Ms M M Peck
Ms D H Alwan
Ms A C Lockhart
Ms K L Allen (resigned 11.8.25)

Company Secretary

Ms D H Alwan

Independent Examiner

Christopher John Irvine FCCA
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

Bankers

CAF Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 19 December 2025 and signed on the board's behalf by:

Ms A C Lockhart - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
KAIROS WOMEN WORKING TOGETHER

Independent examiner's report to the trustees of Kairos Women Working Together ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christopher John Irvine FCCA
The Association of Chartered Certified Accountants

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

19 December 2025



KAIROS WOMEN WORKING TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants and donations	3	153,112	395,267	548,379	550,504
Investment income	4	4,685	-	4,685	2,555
Other income		183	-	183	-
Total		<u>157,980</u>	<u>395,267</u>	<u>553,247</u>	<u>553,059</u>
EXPENDITURE ON					
Charitable activities	5	181,379	359,493	540,872	479,575
NET INCOME/(EXPENDITURE)		<u>(23,399)</u>	<u>35,774</u>	<u>12,375</u>	<u>73,484</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		313,386	14,909	328,295	254,811
TOTAL FUNDS CARRIED FORWARD		<u><u>289,987</u></u>	<u><u>50,683</u></u>	<u><u>340,670</u></u>	<u><u>328,295</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET
31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	10	-	-	-	264
CURRENT ASSETS					
Debtors	11	326	-	326	17,447
Cash at bank and in hand		364,674	65,619	430,293	401,611
		<u>365,000</u>	<u>65,619</u>	<u>430,619</u>	<u>419,058</u>
CREDITORS					
Amounts falling due within one year	12	(75,013)	(14,936)	(89,949)	(91,027)
NET CURRENT ASSETS		<u>289,987</u>	<u>50,683</u>	<u>340,670</u>	<u>328,031</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>289,987</u>	<u>50,683</u>	<u>340,670</u>	<u>328,295</u>
NET ASSETS		<u>289,987</u>	<u>50,683</u>	<u>340,670</u>	<u>328,295</u>
FUNDS	13				
Unrestricted funds				289,987	313,386
Restricted funds				50,683	14,909
TOTAL FUNDS				<u>340,670</u>	<u>328,295</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 19 December 2025 and were signed on its behalf by:

A C Lockhart - Trustee

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	23,997	120,990
Net cash provided by operating activities		<u>23,997</u>	<u>120,990</u>
Cash flows from investing activities			
Interest received		4,685	2,555
Net cash provided by investing activities		<u>4,685</u>	<u>2,555</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		28,682	123,545
Cash and cash equivalents at the end of the reporting period		401,611	278,066
		<u>430,293</u>	<u>401,611</u>

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	12,375	73,484
Adjustments for:		
Depreciation charges	264	969
Interest received	(4,685)	(2,555)
Decrease/(increase) in debtors	17,121	(17,225)
(Decrease)/increase in creditors	(1,078)	66,317
Net cash provided by operations	<u>23,997</u>	<u>120,990</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net cash			
Cash at bank and in hand	401,611	28,682	430,293
	<u>401,611</u>	<u>28,682</u>	<u>430,293</u>
Total	<u>401,611</u>	<u>28,682</u>	<u>430,293</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2025**

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, registered in England and Wales as defined by the Companies Act 2006

The presentation currency of the financial statements is the Pound Sterling (£)

2. ACCOUNTING POLICIES

Basis of preparing the financial statements - going concern basis

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. They are included at the cost to the donor as income and within the appropriate expenditure heading.

The charity will account for any grant income on a matching basis against the appropriate cost in the appropriate period. Grants towards capital expenditure are written off to income over the same period over which the asset is depreciated.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

2. ACCOUNTING POLICIES - continued

Fund accounting

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

Debtors

Debtors are recognised at the settlement amount due

Creditors

Creditors 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 are normally recognised at their settlement amount.

3. GRANTS AND DONATIONS

	2025	2024
	£	£
Grants	546,764	548,025
Commission	1,615	2,479
	<u>548,379</u>	<u>550,504</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Other grants	<u>546,764</u>	<u>548,025</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	<u>4,685</u>	<u>2,555</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

5. CHARITABLE ACTIVITIES

Charitable expenditure

	2025	2024
	£	£
Staff costs	456,192	362,194
Insurance	4,324	3,487
IT and telephone costs	9,342	8,083
Postage and stationery	4,561	2,260
Travel and subsistence	6,012	4,378
Sessional costs	5,738	5,210
Recruitment	57	1,558
Training	2,279	2,123
Staff wellbeing / external supervision	4,119	3,405
Rent and room hire	23,809	18,035
Professional fees	7,631	10,056
Governance	1,487	3,461
Fundraising	150	11,490
Office equipment & Hardware	-	21,635
Charges	-	113
Marketing	3,960	6,910
Refreshments	-	3,991
Clothing	-	1,400
Hygiene items	-	304
Service user costs	10,947	3,684
Counselling for SUs	-	3,751
Volunteer costs	-	1,078
Depreciation	264	969
	<u>540,872</u>	<u>479,575</u>

6. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
Depreciation - owned assets	264	969
Independent examination	<u>1,200</u>	<u>1,000</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the period ended 31 March 2024.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

7. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

During the year total expenses of £0 (2024: £0) were reimbursed to the Trustees.

8. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	456,192	362,194
	<u>456,192</u>	<u>362,194</u>

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

	2025	2024
CEO	1	1
Service Delivery	1	1
Team Manager	1	1
Specialist Housing Practitioner	1	1
Specialist Justice Practitioner	1	1
Support and Advocacy Practitioner	6	4
Finance Manager	1	1
Volunteer Manager	1	-
Fundraising Manager	1	-
	<u>14</u>	<u>10</u>

Staff costs were as follows:

	2025	2024
	£	£
Salaries	412,321	324,863
Social security	34,584	30,612
Pension contributions	9,287	6,718
	<u>456,192</u>	<u>362,194</u>

No employee received emoluments of more than £60,000.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Grants and donations	182,205	368,299	550,504
Investment income	-	2,555	2,555
Total	<u>182,205</u>	<u>370,854</u>	<u>553,059</u>
 EXPENDITURE ON			
Charitable activities	67,926	411,649	479,575
 NET INCOME/(EXPENDITURE)	114,279	(40,795)	73,484
 RECONCILIATION OF FUNDS			
Total funds brought forward	199,107	55,704	254,811
 TOTAL FUNDS CARRIED FORWARD	<u><u>313,386</u></u>	<u><u>14,909</u></u>	<u><u>328,295</u></u>

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2024 and 31 March 2025	<u>5,572</u>
 DEPRECIATION	
At 1 April 2024	5,308
Charge for year	264
At 31 March 2025	<u>5,572</u>
 NET BOOK VALUE	
At 31 March 2025	<u>-</u>
At 31 March 2024	<u><u>264</u></u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Debtors	-	11,428
Other debtors	326	819
Prepayments	-	5,200
	<hr/>	<hr/>
	326	17,447
	<hr/> <hr/>	<hr/> <hr/>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Creditors	1,034	11,619
Social security and other taxes	9,379	8,655
Other creditors	-	260
Net wages	-	1,862
Pensions	-	1,582
Accruals and deferred income	79,536	67,049
	<hr/>	<hr/>
	89,949	91,027
	<hr/> <hr/>	<hr/> <hr/>

13. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	291,386	(20,399)	270,987
Designated property fund	22,000	(3,000)	19,000
	<hr/>	<hr/>	<hr/>
	313,386	(23,399)	289,987
Restricted funds			
Smallwood Trust	(1,780)	2,408	628
Newfield Trust (Clothing)	(700)	2,612	1,912
St Martin in the Fields	907	-	907
Eveson Trust	-	25,000	25,000
Henry Smith	120	-	120
Albert Hunt	-	(47)	(47)
Heart Of England- Redecorating	6	-	6
Ministry of Justice Pot 1	-	8,892	8,892
Ministry of Justice pot 2	(135)	(12,770)	(12,905)
ROSA Stand With Us- Fundraising	1	-	1
WMPCC - Safety Packs	59	-	59
WMCA- Feeding Coventry	(151)	-	(151)
DWP - K2 Office equipment	(7,689)	5,899	(1,790)
Alan Higgs (moving premises fund)	20,000	-	20,000
Family Action	600	1,600	2,200
National Lottery 23/26	3,171	12	3,183
Newfield Trust (Carpet)	500	-	500
Heart of England - IM Properties	-	(43)	(43)
Heart of England - CSW	-	2,211	2,211
	<hr/>	<hr/>	<hr/>
	14,909	35,774	50,683
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
TOTAL FUNDS	328,295	12,375	340,670

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	160,980	(181,379)	(20,399)
Designated property fund	(3,000)	-	(3,000)
	<hr/>	<hr/>	<hr/>
	157,980	(181,379)	(23,399)
Restricted funds			
Coventry City Council - Modern Slavery Fund	1,000	(1,000)	-
Smallwood Trust	59,717	(57,309)	2,408
Newfield Trust (Clothing)	2,612	-	2,612
Eveson Trust	25,000	-	25,000
Albert Hunt	8,013	(8,060)	(47)
Ministry of Justice Pot 1	63,467	(54,575)	8,892
Ministry of Justice pot 2	100,352	(113,122)	(12,770)
ROSA- Stand With Us	5,322	(5,322)	-
DWP - K2 Office equipment	5,899	-	5,899
Family Action	1,600	-	1,600
National Lottery 23/26	113,950	(113,938)	12
Heart of England - IM Properties	341	(384)	(43)
Heart of England - CSW	2,250	(39)	2,211
Newfield Trust -(toiletries)	744	(744)	-
Smalwood Trust - Urgent Support Fund	5,000	(5,000)	-
	<hr/>	<hr/>	<hr/>
	395,267	(359,493)	35,774
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	553,247	(540,872)	12,375

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	177,107	114,279	291,386
Designated property fund	22,000	-	22,000
	<hr/>	<hr/>	<hr/>
	199,107	114,279	313,386
Restricted funds			
National Lottery Original	2,697	(2,697)	-
Grantham York Trust	5,000	(5,000)	-
The Norton Foundation	5,000	(5,000)	-
Coventry City Council - Modern Slavery Fund	1,998	(1,998)	-
George Henry Collins Charitable Trust	868	(868)	-
Smallwood Trust	8,626	(10,406)	(1,780)
Newfield Trust (Clothing)	2,669	(3,369)	(700)
Leigh Trust	2,854	(2,854)	-
St Martin in the Fields	567	340	907
Tudor Trust Wellbeing 2	2,000	(2,000)	-
Alan Edward Higgs (Feeling Safe)	10,000	(10,000)	-
AVA In Safe Hands	1,651	(1,651)	-
Heart Of England - (Warm Spaces)	480	(480)	-
Heart Of England- Redecorating	845	(839)	6
Henry Smith	120	-	120
Ministry of Justice Pot 1	(9,863)	9,863	-
Ministry of Justice pot 2	(6,667)	6,532	(135)
National Grid Local Giving (Communities Matter) Fund	9,434	(9,434)	-
Newfield Trust (Xmas)	663	(663)	-
ROSA Stand With Us- Fundraising	15,091	(15,090)	1
WMPCC - Safety Packs	59	-	59
WMCA- Feeding Coventry	1,612	(1,763)	(151)
DWP - K2 Office equipment	-	(7,689)	(7,689)
Alan Higgs (moving premises fund)	-	20,000	20,000
Family Action	-	600	600
National Lottery 23/26	-	3,171	3,171
Newfield Trust (Carpet)	-	500	500
	<hr/>	<hr/>	<hr/>
	55,704	(40,795)	14,909
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	254,811	73,484	328,295

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	182,205	(67,926)	114,279
Restricted funds			
National Lottery Original	-	(2,697)	(2,697)
Grantham York Trust	-	(5,000)	(5,000)
The Norton Foundation	-	(5,000)	(5,000)
Coventry City Council - Modern Slavery Fund	-	(1,998)	(1,998)
George Henry Collins Charitable Trust	-	(868)	(868)
The Brook Trust	25,000	(25,000)	-
Smallwood Trust	20,575	(30,981)	(10,406)
Newfield Trust (Clothing)	-	(3,369)	(3,369)
Leigh Trust	-	(2,854)	(2,854)
St Martin in the Fields	340	-	340
Tudor Trust Wellbeing 2	-	(2,000)	(2,000)
Alan Edward Higgs (Feeling Safe)	-	(10,000)	(10,000)
Albert Hunt	1,987	(1,987)	-
AVA In Safe Hands	-	(1,651)	(1,651)
Heart Of England - (Warm Spaces)	-	(480)	(480)
Heart Of England- Redecorating	-	(839)	(839)
Ministry of Justice Pot 1	69,863	(60,000)	9,863
Ministry of Justice pot 2	107,472	(100,940)	6,532
National Grid Local Giving (Communities Matter) Fund	-	(9,434)	(9,434)
Newfield Trust (Xmas)	-	(663)	(663)
ROSA Stand With Us- Fundraising	-	(15,090)	(15,090)
WMCA- Feeding Coventry	4,069	(5,832)	(1,763)
DWP - K2 Office equipment	-	(7,689)	(7,689)
Alan Higgs (moving premises fund)	20,000	-	20,000
Family Action	600	-	600
National Lottery 23/26	90,448	(87,277)	3,171
Newfield Trust (Carpet)	500	-	500
WMPCC Victims Fund	20,000	(20,000)	-
Sheldon Trust	10,000	(10,000)	-
	<hr/>	<hr/>	<hr/>
	370,854	(411,649)	(40,795)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	553,059	(479,575)	73,484
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	177,107	93,880	270,987
Designated property fund	22,000	(3,000)	19,000
	<hr/>	<hr/>	<hr/>
	199,107	90,880	289,987
Restricted funds			
National Lottery Original	2,697	(2,697)	-
Grantham York Trust	5,000	(5,000)	-
The Norton Foundation	5,000	(5,000)	-
Coventry City Council - Modern Slavery Fund	1,998	(1,998)	-
George Henry Collins Charitable Trust	868	(868)	-
Smallwood Trust	8,626	(7,998)	628
Newfield Trust (Clothing)	2,669	(757)	1,912
Leigh Trust	2,854	(2,854)	-
St Martin in the Fields	567	340	907
Tudor Trust Wellbeing 2	2,000	(2,000)	-
Eveson Trust	-	25,000	25,000
Alan Edward Higgs (Feeling Safe)	10,000	(10,000)	-
Albert Hunt	-	(47)	(47)
AVA In Safe Hands	1,651	(1,651)	-
Heart Of England - (Warm Spaces)	480	(480)	-
Heart Of England- Redecorating	845	(839)	6
Henry Smith	120	-	120
Ministry of Justice Pot 1	(9,863)	18,755	8,892
Ministry of Justice pot 2	(6,667)	(6,238)	(12,905)
National Grid Local Giving (Communities Matter) Fund	9,434	(9,434)	-
Newfield Trust (Xmas)	663	(663)	-
ROSA Stand With Us- Fundraising	15,091	(15,090)	1
WMPCC - Safety Packs	59	-	59
WMCA- Feeding Coventry	1,612	(1,763)	(151)
DWP - K2 Office equipment	-	(1,790)	(1,790)
Alan Higgs (moving premises fund)	-	20,000	20,000
Family Action	-	2,200	2,200
National Lottery 23/26	-	3,183	3,183
Newfield Trust (Carpet)	-	500	500
Heart of England - IM Properties	-	(43)	(43)
Heart of England - CSW	-	2,211	2,211
	<hr/>	<hr/>	<hr/>
	55,704	(5,021)	50,683
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	254,811	85,859	340,670

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	343,185	(249,305)	93,880
Designated property fund	(3,000)	-	(3,000)
	<hr/>	<hr/>	<hr/>
	340,185	(249,305)	90,880
Restricted funds			
National Lottery Original	-	(2,697)	(2,697)
Grantham York Trust	-	(5,000)	(5,000)
The Norton Foundation	-	(5,000)	(5,000)
Coventry City Council - Modern Slavery Fund	1,000	(2,998)	(1,998)
George Henry Collins Charitable Trust	-	(868)	(868)
The Brook Trust	25,000	(25,000)	-
Smallwood Trust	80,292	(88,290)	(7,998)
Newfield Trust (Clothing)	2,612	(3,369)	(757)
Leigh Trust	-	(2,854)	(2,854)
St Martin in the Fields	340	-	340
Tudor Trust Wellbeing 2	-	(2,000)	(2,000)
Eveson Trust	25,000	-	25,000
Alan Edward Higgs (Feeling Safe)	-	(10,000)	(10,000)
Albert Hunt	10,000	(10,047)	(47)
AVA In Safe Hands	-	(1,651)	(1,651)
Heart Of England - (Warm Spaces)	-	(480)	(480)
Heart Of England- Redecorating	-	(839)	(839)
Ministry of Justice Pot 1	133,330	(114,575)	18,755
Ministry of Justice pot 2	207,824	(214,062)	(6,238)
National Grid Local Giving (Communities Matter) Fund	-	(9,434)	(9,434)
Newfield Trust (Xmas)	-	(663)	(663)
ROSA- Stand With Us	5,322	(5,322)	-
ROSA Stand With Us- Fundraising	-	(15,090)	(15,090)
WMCA- Feeding Coventry	4,069	(5,832)	(1,763)
DWP - K2 Office equipment	5,899	(7,689)	(1,790)
Alan Higgs (moving premises fund)	20,000	-	20,000
Family Action	2,200	-	2,200
National Lottery 23/26	204,398	(201,215)	3,183
Newfield Trust (Carpet)	500	-	500
WMPCC Victims Fund	20,000	(20,000)	-
Sheldon Trust	10,000	(10,000)	-
Heart of England - IM Properties	341	(384)	(43)
Heart of England - CSW	2,250	(39)	2,211
Newfield Trust -(toiletries)	744	(744)	-
Smalwood Trust - Urgent Support Fund	5,000	(5,000)	-
	<hr/>	<hr/>	<hr/>
	766,121	(771,142)	(5,021)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	1,106,306	(1,020,447)	85,859
	<hr/>	<hr/>	<hr/>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. MOVEMENT IN FUNDS - continued

Restricted Funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

The above restricted funds have been donated for the following specific purposes:

29th May 1961 Charitable Trust	Feeling Safe Project
Amazon	A Home of Her Own project
The Brook Trust	Aspire
Coventry Church (Municipal) Charities	Outreach and Drop-In
Albert Hunt	A Home of Her Own Project
Heart of England Community Foundation	Feeling Safe Project
Henry Smith Charity	Organisational Running Costs
Homeless Link	A Home of Her Own Project
Alan Edward Higgs	Feeling Safe and Core Costs
Sheldon Trust	Feeling Safe
Grantham Yorke	Feeling Safe
Lloyds Bank Foundation	Core Costs
AVA In Safe Hands	A Home of Her Own Project
The National Lottery Community Fund	Feeling Safe Project
Norton Foundation	Feeling Safe Project
The Noel Buxton Trust	Criminal Justice and Prison In-reach
The Rhiannon Trust	Outreach and Drop-In
ROSA Stand With Us	Core Costs
The Smallwood Trust	Coventry Women's Partnership project
The Tudor Trust	Management Salaries
The Tudor Trust Staff Wellbeing Grant	For Kairos Staff Wellbeing
George Henry Collins	Outreach and Drop In
Community Resilience Team	Core Costs
West Midlands Police and Crime	Aspire, Blossoms, AHOHO, Outreach and Drop-in
Commissioner Victims Fund	Grants for Service Users
Baron Davenport Charity	Womens Justice
Leigh Trust	Grants for Service Users
St Martins in the Fields	Grants for Service Users
Newfield Trust	Grants for Service Users
WE Dunn Charitable Trust	Grants for Service Users
Ministry of Justice	Core Costs and Womens Justice

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

15. ULTIMATE CONTROLLING PARTY

There is no controlling party.

KAIROS WOMEN WORKING TOGETHER

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Grants and donations		
Grants	546,764	548,025
Commission	1,615	2,479
	<hr/>	<hr/>
	548,379	550,504
Investment income		
Deposit account interest	4,685	2,555
Other income		
Miscellaneous income	183	-
	<hr/>	<hr/>
Total incoming resources	553,247	553,059
 EXPENDITURE		
Charitable expenditure		
Staff salaries and NI	456,192	362,194
Insurance	4,324	3,487
IT and telephone costs	9,342	8,083
Postage and stationery	4,561	2,260
Travel and subsistence	6,012	4,378
Sessional costs	5,738	5,210
Recruitment	57	1,558
Training	2,279	2,123
Staff wellbeing / external supervision	4,119	3,405
Rent and room hire	23,809	18,035
Professional fees	7,631	10,056
Governance	1,487	3,461
Fundraising	150	11,490
Office equipment & Hardware	-	21,635
Charges	-	113
Marketing	3,960	6,910
Refreshments	-	3,991
Clothing	-	1,400
Hygiene items	-	304
Service user costs	10,947	3,684
Counselling for SUs	-	3,751
Volunteer costs	-	1,078
Depreciation	264	969
	<hr/>	<hr/>
	540,872	479,575
Total resources expended	<hr/>	<hr/>
	540,872	479,575
Net income	<hr/>	<hr/>
	12,375	73,484

This page does not form part of the statutory financial statements

KAIROS WOMEN WORKING TOGETHER

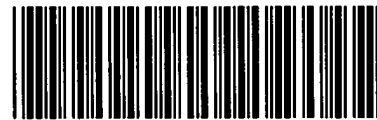
England & Wales - Charity number 1136695

Accounts

REGISTERED COMPANY NUMBER: 07254667 (England and Wales)
REGISTERED CHARITY NUMBER: 1136695

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
KAIROS WOMEN WORKING TOGETHER

MONDAY



A38 *ADIL2SPU* 23/12/2024 #85
COMPANIES HOUSE

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

KAIROS WOMEN WORKING TOGETHER

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FOR THE YEAR ENDED 31 MARCH 2024

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KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Kairos Women Working Together is also known as Kairos (previously known as Kairos WWT).

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

OBJECTIVES AND ACTIVITIES

Aims and Objectives

At Kairos, our vision is a world where every woman matters and all women live free from sexual exploitation.

We aim to empower women who are subject to or at risk of sexual exploitation (which includes women who face multiple disadvantage and have unmet needs) to increase their safety, stability, self-belief, and self-reliance, through the provision of emotional and practical support and advocacy, so they may build fulfilled lives free from violence, abuse, and sexual exploitation. Through our wider advocacy and influencing work, we aim to use our specialist knowledge and expertise, alongside the voices of women with lived experience, towards systems change.

Kairos is an ancient Greek word meaning 'the right, critical, or opportune moment for the accomplishment of crucial action'. In Greek mythology, Kairos was the god of opportunity. We meet women 'where they are at' until the time is right for them to take action towards their goals. We provide options and create opportunities, supporting supporting women to accomplish the change they want for their lives.

Kairos was established in 1999 to reach out to a group of women who were perceived to be marginalised and vulnerable; women involved in street-based prostitution in the 'red light area' of Coventry. It was recognised that there were many complex issues that bound the women to prostitution and that there was a clear need for a dedicated project that could build relationships with the women and broker the provision of mainstream services that often struggled to reach and engage them. Through street-based outreach, trusting relationships with the women formed. In the formative years, Kairos was run by a small team of volunteers and in 2002, we gained charitable status.

Over the past 25 years, the organisation gradually developed and has grown in line with the women's needs and wishes. Particularly in recent years we have widened our reach, evolved our approach, and expanded our service offer to become a specialist women's centre. We responded to the extreme challenges presented by the Covid-19 pandemic, subsequent cost of living crisis, and a more competitive funding landscape. Across four main service areas we now offer: street-based outreach, daytime and evening drop-in sessions, crisis intervention and harm reduction support, facilitated and peer led groups, intensive 1-2-1 practical and emotional support and advocacy, access to counselling, and various enrichment activities. Navigating ever increasing levels of demand, complexity of need, and increasing expectations relating to professional knowledge, safeguarding, and risk management, we continue to be the service in Coventry who is there for the women who, without us, would otherwise 'fall through the cracks'.

As a values based organisation our work reflects our shared core values:

Compassion- We believe that women have the right to be respected and treated fairly. We act with humanity, listening with curiosity to come to an understanding of what is causing them difficulties or distress. We value them as unique individuals, hold space for them, and empathically seek to understand their priorities, needs, abilities, and aspirations.

Empowerment- We recognise that the women we support have a right to self-determination. Rather than 'rescue', we support them to develop self-belief and establish a sense of choice, control, and agency within their lives. We do not treat women as passive recipients of help and we maintain strong professional boundaries to ensure we facilitate independence.

Justice- We understand that women at risk of or subject to sexual exploitation face significant injustice in their lives. They are often ignored, silenced, or pushed to the margins. As informed and passionate advocates, we ensure their voices are amplified and rights are upheld. We seek to positively challenge and influence policy and systems to improve outcomes for all women.

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We are unwavering in our commitment to feminist principles that prioritise the liberation, safety, and equality of all women and girls. We believe that patriarchy and systemic sex inequality perpetuate a societal structure where women's bodies are objectified, commodified, and subjected to violence. We view commercial sexual exploitation/the 'sex industry' as a form of Violence Against Women and Girls (VAWG) because it is inherently exploitative, rooted in sex inequality, and perpetuates systemic violence through the commodification, objectification, and abuse of women, often involving coercion, trafficking, physical and sexual violence, and long-term psychological harm. We support the Nordic/Equality Model as a legislative response. We place no moralistic judgment on the women we support whatsoever and we are always led by them.

Who We Support and The Need We Address

We support women subject to or at risk of sexual exploitation. This includes women actively involved in street-based prostitution and/or other forms of commercial sexual exploitation, women seeking to exit the 'sex industry' and women who have exited and require support to maintain this. We support young women who have been subjected to childhood sexual exploitation (CSE) and are subject to or at risk of further sexual exploitation as they transition into adulthood. We support pregnant women and mums who may be at risk of having their children removed into care or are seeking to reunify with their children or strengthen family bonds. The vast majority of the women we support are in contact with or at risk of becoming involved in the criminal justice system and/or are homeless or at risk of homelessness. Most broadly, we support women who face multiple disadvantage and have multiple unmet needs because we recognise that these women are at risk of sexual exploitation.

Women who face multiple disadvantage and have multiple unmet needs are at risk of sexual exploitation in all its forms, commercial and otherwise. Risk factors may include (but are not limited to):

- History of complex trauma
- Poor mental health (often due to the impact of trauma)
- Subjected to childhood abuse, including Child Sexual Exploitation (CSE)
- Was a 'looked after child' or had social care involvement
- Has had their own children removed into care
- Subject/ed to sexual and/or domestic abuse
- Limited support networks
- Poverty
- Contact with the criminal justice system
- Employs coping strategies such as substance use, which can place financial demands on the woman and impact on her ability to make informed choices and give consent
- Precarious housing or homelessness
- Exploited into the commercial sex industry/selling sex as a child
- Subject/ed to coercion. People (usually men) who coerce women into prostitution may employ intimidation, abuse, and violence. The coercion may be financial or through the provision of something needed (i.e., food, housing, drugs). It is a complex issue, and the perpetrator may not fit the 'pimp' stereotype. They may be a father, husband, partner, on/off partner, house mate, friend, associate, or drug dealer.
- Previous involvement in prostitution

The women we support have all experienced trauma and struggle with the lasting impact of this. The majority were subjected to at least one form of childhood abuse. Around three-quarters grew up in the social-care system and many have never experienced a safe, loving relationship. Many have had children removed from their care. The vast majority are routinely subjected to at least one form of violence and abuse: sexual violence, domestic abuse, and/or coercive control. It is no surprise that many turn to substance use as a coping strategy. Two thirds of the women have spent time in prison. Most live in absolute poverty, and have no safe space to call home. For those involved in prostitution, most were exploited into it as teenagers, some as young as 14 years old.

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The women often face various barriers to accessing other services. Those focussed on single issues may struggle to reach and/or engage the women given the multiplicity of needs. For example, women may be living in poverty, in unsafe, insecure housing, subject to domestic and sexual abuse, struggling with addiction as a way to cope with trauma, being sexually exploited through selling sex to survive, and struggling with the impact of trauma. Being involved in multiple services at the same time can be overwhelming and incredibly difficult for the women to navigate. Because our approach is women-centred, relational, holistic, trauma-informed, and open-ended, we're able to empower women to address multiple intersecting challenges. We also work alongside and in partnership with other organisations to support women's engagement with specialist support such as drug and alcohol services or children's social care, for example. Kairos is at the heart (practically and emotionally) of networks of support.

The Way We Work

We believe that **every woman matters**. Our work is women-centred, trauma-informed, and collaborative. Our support is holistic, relational, and hopeful. As an organisation, we are striving to become more reflective, outcomes focused, and evidence-based in our professional practice.

We're there for women in crisis, supporting them to increase their safety, reduce harm and ensure basic needs are met. We take time to build trusting relationships; persistence and flexibility are key. We also recognise the potential for women to move beyond entrenched cycles of crisis and harm. We support them to believe in their ability to achieve their goals and empower them to take the necessary steps along the way. We journey alongside them as they increase their stability and self-reliance. We fully recognise that such a journey is unique to each individual woman, is never linear, and needs to be open-ended.

Our Approach

Women-centred- Kairos is run by women, for women. Women supported by Kairos have been subjected to male violence and all are impacted by trauma. They tell us that the presence of males could act as a significant barrier to their engagement. Therefore, we prioritise women through the provision of single-sex services and spaces. Each woman is at the centre of her journey, we are led by her, and we amplify the voices of the women we support in our advocacy work.

Trauma Informed- We consider the effects of trauma in our interactions with women and in the design of our environment, approach, and services. We challenge the way in which women are blamed and often pathologised for their trauma. We focus on women's strengths and are non-victim blaming. We advocate for a trauma-informed approach at a local, regional, and national level.

Hopeful- We believe in the potential of every woman and empower them to believe in themselves. We always hold hope for them, even when they might not want or feel ready for change. We will never give up on them. Our support enables them to reimagine their lives and we journey with them towards their goals. This is not to be confused with placing expectations on the women; they lead us and we journey alongside them.

Collaborative- We listen to the voices of women with lived experience. They are actively involved in co-designing their support plans and co-producing service provision. We regularly consult with the women we support, so that their voice is influential at all levels of organisational decision making and beyond. We encourage and provide opportunities for peer leadership. We work in partnership with other organisations and are always open to new opportunities for collaboration.

Relational- We take time to build trusting relationships with women to maintain their ongoing engagement and optimise opportunities for empowerment. Our informal style involves patience, persistence, and flexibility. We uphold high levels of confidentiality and work to deliver what we say we will.

Holistic- Every woman is treated as a unique individual, with specific needs and ambitions. Services are designed to be open ended and to enable women to address multiple issues in their lives, not just focus on one area, because their lives cannot be categorised into single issues.

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Outcomes Focussed- We want our support to be transformational, therefore we ensure our approaches and processes are working towards helping women move beyond crisis to achieve positive, life changing outcomes, that result in more women living free from sexual exploitation.

Evidence Based- We are informed by good practice evidence of what works best to achieve our aims. We are striving to better collect data, monitor outcomes, and evaluate our services to feed into a cycle of continuous improvement.

Reflective- We engage in reflective practice, intentionally taking time to consider how our values, biases, thoughts, feelings, and beliefs influence the decisions we make in the course of our work. Kairos is a place for learning and evolving.

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

OBJECTIVES AND ACTIVITIES

Significant activities

Services

All women that access support at Kairos (beyond outreach and drop-in) benefit from the support of a primary Support & Advocacy Practitioner from one of the following 4 services. Because our work is holistic, women have access to expertise and service provision from across the organisation. Support is wrapped around each woman based on their specific needs.

Feeling Safe supports girls and young women aged 16-25. Many have been subjected to childhood sexual exploitation (CSE) and are or were previously involved with children's social-care services. Some continue to be exploited or are at risk of further exploitation. Some are young women at risk of sexual exploitation because they face multiple disadvantage and have unmet needs.

Aspire supports women over the age of 25. Some have been actively involved in street-based prostitution (and/or the wider sex industry) and some want support to exit or to maintain their exit. Some women are more generally at risk of sexual exploitation because they face multiple disadvantage and have unmet needs.

A Home Of Her Own supports women who are homeless, at risk of homelessness, facing housing instability, or are currently in unsafe and/or unsuitable accommodation. Women experiencing or facing homelessness are at risk of sexual exploitation.

Women's Justice supports women who are in contact with the criminal justice system, including those facing charges, going through the courts, on a community sentence or in custody, and those planning release or who've recently been released. Women in contact with the Criminal Justice System are at risk of sexual exploitation.

We provide a range of support, based at both our Women's Hub in Coventry and in the community, including:

- Evening street-based outreach and drop-in in Hillfields, Coventry
- Crisis intervention to address safety issues, reduce harm, and meet basic needs
- Support in response to domestic abuse and/or sexual violence; make 'Ugly Mug' reports, access the Sexual Assault Referral Centre (SARC) and/or local ISVA/IDVA services, and/or to report to the police
- Support to access physical, mental, and sexual health services
- Support with benefits and financial management and access to free legal advice
- 1-2-1 practical and emotional support to achieve identified short and long term goals
- Multi-agency case coordination, liaison, and advocacy
- Support to engage with antenatal and postnatal services and children's social care
- Support to navigate the criminal justice system and engage with the police, courts, probation, prison, and other services. Support at court, prison in-reach, release planning and community reintegration
- Housing and tenancy advice and advocacy, assistance with homelessness applications, support into and to maintain safe and suitable accommodation
- Wonder Women Wednesdays: a daytime multi-agency 'one stop' support drop-in, providing access to a safe space, hot meal, shower, housing support, IDVA, ISVA, and substance use support, and various support staff from other partner organisations
- Queen Bees: a semi-structured empowerment group for Feeling Safe participants focussed on self-love and women's right to feel and be safe. The group provides a safe space to develop confidence, self-esteem, and wellbeing while building a positive support network.
- Blossoms: a peer support and ante/post-natal group for women across our services who are pregnant or have recently had a baby, many of whom have experienced and/or are facing child removal. Delivered in partnership with a Specialist Midwife, the focus is on maternal health and wellbeing, positive engagement with services, and improved outcomes for children.
- Therapeutic garden: a sensory outdoor space to connect with nature, self, or with others
- Access to counselling

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OBJECTIVES AND ACTIVITIES

- Opportunities for new experiences, therapeutic interventions, peer mentoring/leadership, training, development, volunteering, and employment support
- Support to exit prostitution/commercial sexual exploitation for those who wish to

Public Benefit

The Trustees ensure the charity complies with Charity Commission guidance on public benefit. Kairos's main public benefit is for women living in Coventry and surrounding areas who are subject to or at risk of sexual exploitation, which includes women involved in commercial sexual exploitation, those who seek to or have exited it, young women who have been subjected to childhood sexual exploitation and/or are at risk of sexual exploitation as adults and, more broadly, women facing multiple disadvantage who have multiple unmet needs, including but not limited to poverty, homelessness, substance use, contact with the CJS, poor physical and mental health, and risk of child removal. We empower women to increase their safety, stability, self-belief, and self-reliance to build lives free from abuse and exploitation. In cases where the women have children, by extension their children also benefit from our service.

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OBJECTIVES AND ACTIVITIES

Volunteers

Kairos is privileged to have a dedicated team of 15 volunteers who assisted us with many aspects of service delivery throughout the year. The operation of outreach & drop-in, WWW, Blossoms, our fundraising capacity and our annual Christmas celebration could not continue at its current level without the commitment and dedication of our volunteers, for which we are very grateful.

This year we appointed a dedicated Volunteer Manager for the first time, in line with our strategic aim to make Kairos a more sustainable organisation. The new Volunteer Manager completed a review of all our volunteering practices and updated policies, procedures, recruitment and induction processes, and introduced regular Support and Supervision for all volunteers. She also began facilitating regular 'Women Supporting Women Workshops', a safe space for volunteers to reflect, share best practice, and address challenges collaboratively. She introduced a Volunteer Handbook and implemented methods to ensure that our volunteers know they are valued, appreciated, and important members of our team.

In November 2023 the Volunteer Manager and volunteers represented Kairos at a local event, held on a Saturday, to mark International Day for the Elimination of Violence Against Women. The Coventry Counts Dead Women vigil honoured the lives of women killed by men in the UK in the preceding 12 months. Alongside other support services, our volunteers engaged with the public to raise awareness of the issue of men's violence against women and girls

The Volunteer Manager attended recruitment and community events throughout the area to raise awareness of the work of Kairos and of volunteering opportunities. There is a steady stream of interest from women seeking a role where they can support other women.

Guided by our 2022-2025 organisation strategy, we are working towards the following long term aims:

- 1) More Women Will Be Achieving Transformational Outcomes That Last
- 2) Women With Lived Experience Will Be Pro-Actively Centred In All That We Do
- 3) We Will Be Advocating For Women At A Local, Regional And National Level
- 4) We Will Be A Best Practice Provider Of Outcomes-Focused, Evidence-Based Services
- 5) Kairos Will Be A Well Resourced, Efficient And Sustainable Organisation

Objectives for the 2023-2024 financial year towards these aims included:

- 1) To review all aspects of service provision to explore how we define 'success' and impact in the women's lives and to gain a more comprehensive understanding of what data we need to be collecting to be better placed to report on outcomes and articulate the difference we make in women's lives.
- 2) To consult with women we support and other organisations regarding best practices for women's participation work.
- 3) To increase our strategic partnership work, involvement in multi-agency forums, working groups, coalitions etc., and to strengthen our presence on social media.
- 4) To fully embed the use of Outcomes Stars across the organisation and explore options for an improved CRM database and continue to support the professional development of the team (staff and volunteers)
- 5) To recruit a Fundraising Manager to work closely with the CEO and Finance Manager to develop a fundraising strategy.

An organisational business plan details key actions required each year to deliver the 2022-2025 Strategy. With progress reported to quarterly Board meetings. The criteria used to assess performance and success during the reporting period included:

- Progress against delivery of key actions and outputs contained in yearly business plan
- Numbers of women supported

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OBJECTIVES AND ACTIVITIES

- Expenditure vs Income
- Cashflow forecast (measured in months until use of reserves would be needed)
- Success rate of grant applications
- Improved outcomes for women we supported, such as:
 - Improved Choices and Behaviours
 - Improved Health and Well-Being
 - Improved Housing Situation
 - Improvement Empowerment and Self-Esteem
 - Improved Safety
 - Improved living and self-care skills
 - Decreasing or abstaining from drugs or alcohol
 - Leading a crime free life

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRATEGIC REPORT

Achievement and performance

Charitable activities

Between the period of 1st April 2023 to 31st March 2024, Kairos supported 246 unique women, an increase from the previous year of 12%. The majority of women who come to Kairos for support do so through word of mouth from peers, with other referrals coming from housing, Change Grow Live (drugs and alcohol service), prison and probation, midwifery and other health services, children's social care, and via the Coventry Women's Partnership (made up of FWT, Coventry Haven, CRASAC, Central England Law Centre, and Kairos). We believe the need is much greater in Coventry than we currently serve and that there are communities of marginalised women we are not yet reaching.

Women received holistic wraparound support across our services based on their individual needs. Due to the multiple, intersecting challenges the women were facing, typically with involvement in various external systems (housing, benefits, health, social care etc.), their support was often intensive in nature. For example, a woman may have accessed crisis support on outreach, attended our women's hub several times, been supported to attend and engage in meetings with other services, took part in one of our groups, ate meals and showered with us, and practiced self-care in our garden, all in one week. Simultaneously, our staff may have been seeking out expert advice, writing advocacy letters, liaising with staff from other organisations, completing safeguarding procedures, and contributing to multi-agency safety planning all on behalf of the same woman in the same week. In our experience, this high level of interaction is needed to successfully engage women, overcome complex challenges, and achieve transformational change.

Throughout the reporting period we undertook a number of activities to reflect on and assess our success against our organisational and strategic aims. These included:

- weekly team check-ins
- monthly support & supervision sessions between staff and management
- monthly group reflective practice sessions
- monthly whole team meetings
- rolling informal consultancy with the women we support
- collection and analysis of feedback received
- regular partnership meetings
- regular review of data held on our database and outcomes measure tool to capture common themes
- quarterly Board meetings
- annual service and strategy reviews
- quarterly, 6 monthly, and annual reporting back to individual funders on progress against agreed key performance indicators

Kairos continued to use a CRM database system, Lamplight, to record day to day activities and work records throughout the reporting period. We also used the nationally recognised Triangle online Outcome Stars to monitor, review, and record progress and outcomes achieved with the women we support. We acknowledge that neither of these systems aided us in truly capturing the impact of our work, thus we plan to explore, adopt, and embed new ways to measure and demonstrate the difference we make to the women's lives in the coming financial year.

The following overview highlights the number of women supported in each service and the outcomes reported by the women we support.

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Feeling Safe:

Our Feeling Safe service supported 56 young women 16 - 25 years old as they transitioned into adulthood. This year we lowered the age criteria to 16 based on recommendations from an external evaluation into the effectiveness of Feeling Safe, conducted by independent researchers from Nottingham Trent and Coventry Universities which highlighted a gap in transitional safeguarding for 16 and 17 year old girls as they 'aged out' of children's services. This is often a critical time as support they received from as children (up to the age of 18) drops away and they are at risk of becoming further isolated, and vulnerable. We know that perpetrators of sexual exploitation don't suddenly stop their abuse because the girl turns 18 and she as the victim does not suddenly become a 'consenting adult' no longer in need of support. We were able to meet with and deliver training to local authority services (i.e. the young people's exploitation team) based on the findings of the service evaluation, along with training to a wide variety of professionals from local services. We plan to continue to raise awareness of the unique needs of girls at risk of sexual exploitation as they transition into adulthood and strengthen referral pathways to ensure that fewer young women are falling through the cracks.

The Feeling Safe service uses the Young Persons Star to monitor and record progress made.

- 72% reported that they improved or maintained their choices and behaviours
- 75% reported that they improved or maintained how they feel
- 77% reported that they improved or maintained their positive people and support networks
- 83% reported that they improved or maintained their practical life skills.

As part of our Feeling Safe service we continued to facilitate a weekly empowerment group called **Queen Bees** where young women provided peer support, built their self-confidence, improved their wellbeing, and increased their understanding of their rights (for example their rights within a healthy relationship). The group was attended by 24 women over the reporting year who reported an increase in coping skills, life skills, confidence, and feeling of community as a result of their involvement. They also reported that they knew more about their rights and had a clearer idea of their future goals. Some members of the group became involved in our wider advocacy work themselves; contributing to external consultations and research projects, participating in a meeting with MPs at Parliament, and contributing to training delivery

Our 2023 **Summer Programme**, which offers young women the opportunity to try new experiences, build their confidence, meet other young women, and broaden their horizons to help them think about what they would like to achieve in the future, was attended by 17 young women. This year, there was a focus on accessing affordable, low cost activities in the local community with the idea of encouraging the young women to feel confident in taking up activities that interest them in their own time.

Aspire:

Our Aspire service supported 137 women over 25. Some of the women were or had previously been actively involved in street-based prostitution and/or other forms of commercial sexual exploitation. They often accessed the service in crisis and some cycled in and out of support, which we recognise is a natural part of change when facing multiple disadvantage. The women typically experienced the most harsh extremes of poverty (and they were often not in receipt of the benefits they were entitled to), complex physical and mental health challenges (but may not have been registered with a GP or in receipt of specialist medical support), homelessness (which is so often 'hidden' as differs from male homelessness), life controlling use of substances to cope with trauma, criminalisation (most often for non-violent offences), and repeated victimisation in the form of robberies, assaults, kidnapping, hostage keeping, torture, financial abuse, blackmail, sexual assaults and rapes, coercive control and domestic abuse (though may not have been considered a victim of this because her perpetrator may not have been a stereotypical intimate partner).

This service struggled to meet the demand for support due to the increasing complexity of need presented throughout the year. We recognise a need to increase capacity in this service so that more women can receive support that extends beyond crisis intervention and harm reduction, however this was a challenge within the funding constraints of the reporting period.

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Tragically, a higher than usual number of women known to us through this service passed away during the reporting period, which we believe is linked to the inequalities they faced in their lives. One significant issue which emerged this year and put women's lives at risk was an increase in synthetic opioids in the local community, which created an increased risk of overdose. We responded to this by ensuring we communicated the risk and harm reduction measures to women, continued our close partnership working with CGL, the local commissioned drugs and alcohol service (including them being co-located on Wednesdays at our drop-in), and we introduced a pilot with CGL where our staff were trained to train women in the safe administration of Naloxone on others.

For the Aspire Service we use the Empowerment Star to monitor outcomes.

- 63% reported that they improved or maintained their money
- 69% reported that they improved or maintained their legal issues
- 69% reported that they improved or maintained their health and wellbeing
- 71% reported that they improved or maintained their empowerment and self-esteem.
- 74% reported that they improved or maintained their safety

In addition to the Aspire service we continued to run a weekly evening street-based Outreach and Drop-In provision. where staff and volunteers walk around the local so-called 'red light district', distributing food, drinks and condoms, chatting to women and inviting them back to our session held later in the evening. At our drop-in we offer hot food and drinks, needle exchange, clothes and a non-judgemental, listening ear. There is no obligation for women to access our wider support services, however this is most often where the women supported under Aspire first accessed wider support and self-refer in. It can take many months, if not years to build up enough trust with a woman for her to feel ready and able to receive ongoing support. During the reporting period, 73 women were supported via our Outreach and Drop-in provision. Women reported to us that they valued a safe, women-only space, that they could retreat to, where they wouldn't be judged or pressured for anything in return.

A Home of Her Own:

The A Home of Her Own service supported 42 women who were homeless or at risk of homelessness across 3 pathway as follows;

Crisis: supporting women who are homeless, rough sleeping, sofa surfing or using survival sex. There were 8 women supported through this pathway.

Prevention: supporting women at risk of homelessness, or eviction. There were 24 women supported through this pathway.

Sustainment: supporting women who have moved into their own tenancy, access grants, setting up utilities and settling in to the local community. There were 10 women supported through this pathway.

It should be noted that during this financial year there was a period where the Specialist Housing Practitioner role was vacant so we reached fewer women than anticipated through this provision.

The A Home of Her Own Service uses the Tenancy Star:

- 83% reported that they improved or maintained their health and wellbeing
- 83% reported that they improved or maintained looking after their home
- 85% reported that they improved or maintained their money and rent
- 89% reported that they improved or maintained their housing situation

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REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

Women's Justice:

Our Women's Justice Service, currently funded by the Ministry of Justice, supported 86 women in contact with the criminal justice system (CJS). Our intervention included us going into prisons, release planning, supporting women on the day of release and providing ongoing support in the community. We worked closely with prisons, probation, and other services. Most of the women's offences were directly related to poverty, homelessness, or addiction and were typically acquisitive and non-violent. We saw that criminal exploitation of the women was also a contributing factor in some cases and this is often interlinked with coercive control and domestic abuse by male perpetrators. We aimed to address the criminogenic factors that contributed to women's offending, thereby reducing the risk of reoffending and the likelihood of women being repeatedly caught up in the revolving door of short term periods of imprisonment. Women's experiences of criminalisation intersects with being subject to or at risk of sexual exploitation, so we worked on increasing our voice and influence within the women's justice sector. We were successful in our application to join the National Women's Justice Coalition, to work alongside other women's centres and specialist services to influence government legislation and policy making to better address issues related to women caught up in the criminal justice system. We were also visited by the Ministry of Justice who were interested in our approach and work with young women.

The Women's Justice service uses the Justice Star

- 53% reported that they improved or maintained their mental health and wellbeing skills
- 54% reported that they improved or maintained managing strong feelings,
- 57% reported that they improved or maintained their living and selfcare skills.
- 65% reported that they improved or maintained decreasing or abstaining from drugs and alcohol
- 72% reported that they improved or maintained leading a crime free life

Wonder Women Wednesdays:

Wonder Women Wednesdays (WWW) is our weekly daytime multi-agency support drop-in. During the reporting period 75 women accessed support via WWW.

Women came to the drop-in for 'everything and anything'. This might have included a cup of tea on the sofa, a chat, lunch, use of a phone or laptop, clothes/food donations, a shower, or a place to catch up on sleep. There is no expectation that the women who come to WWW must access wider services. WWW was well attended by a variety of partner organisations including Coventry Haven Women's Aid, Foleshill Women's Training, Coventry Rape and Sexual Abuse Centre, Central England Law Centre, Change Grow Live (CGL-substance use), mental health, housing, and others. St. Margaret's Church often provided a wellbeing activity for the women. By adopting a relational approach to interacting with women at WWW sessions, external professionals often find they are able to extend specialist support to women in need who they wouldn't ordinarily reach.

If women made a disclosure of abuse, violence, or exploitation or asked for support regarding a variety of issues, the services were there and available to them. The women didn't need to fill in forms or wait for a response but could speak to people that they might have already built a relationship with. WWW created a safer space in which moments that might transform a woman's experience could happen. For example, if a woman decided she would like to be on a methadone 'script' (prescription) to start to address her use of heroin, she might have been contemplating the idea for months before she felt able to take action. In that time, she met and had conversations with the relevant CGL worker. They built up a relationship which then makes it easier for the woman to take that first step. The women who used the service reported that the drop-in felt like their space, a place where they feel comfortable and the know they will get the same consistent support from all the services in the partnership.

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Blossoms:

Our Blossoms group, delivered in partnership with a Specialist Midwife, supported 21 women who were pregnant and/or had babies. The majority of the women who attended this group had children's social care services involvement at either a Child In Need or Child Protection level. The women were supported to believe in their own capacity to be a nurturing and protective mums. At Blossoms there is a strong focus on maternal health and wellbeing. Many of the women benefited from support from staff and each other regarding their fears and anxieties around social care involvement. Women were encouraged and supported to engage in care plans with the aim of improving outcomes for mum and baby. In some cases, the intervention helped prevent the baby from entering the care system, therefore reducing intergenerational experiences of the care system. The group also helped women manage their expectations in terms of possible child removal and/or to cope with the experience of having their child removed.

Feedback From Women We Supported

Our impact is life-changing and life-saving, a key element of our performance is inevitably the feedback we receive from the women we support.. This year women told us:

" The one thing I am grateful for is a group like this because I can be myself"

"First of all, I would just like to say thank you. What an impact you formidable women have had on my life, it makes me emotional writing this. I am a woman who had seriously lost her way in life and I am still in pursuit of getting my life back. You women have done nothing but try to help me, a female living with the repercussions of a life consumed by bad relationships, bad mental health, drugs and all its toxic fuelled factors, have a more bearable life on the worst days and actually provide a light. Which to be honest, I wasn't even sure existed. Hope for a better existence which when you're physically and mentally at your lowest it feels pretty impossible to achieve. I am not a person who wants to actively engage with any systematic organisation due to bad experiences and fear of trusting health professionals due to not getting the right support when I lost everything in my life. Kairos has not only helped me on a daily basis (which I honestly don't think others get just how much general day to day living), to being a safe haven, to actually mentally giving me the support I need to not only heal but to know its ok to ask for help and support to get my life back. I am actually in recovery now thanks to you women. You have gone above and beyond to make my life so much more. I was literally on the street a few weeks ago fully using heavy drugs. I was unsafe. You have fed me, clothed me, I am no longer homeless and I am taking the medicine I need to no longer be actively using. You make you feel safe and welcome even when I find it hard to stay in places, make new friends and have positive relationships. Whatever the problem or situation I've been in, you have an attentive females there to be a shoulder to cry on, an avenue to making the problem gets dealt with in the way I need due to each worker having specialised skills to help. You make it not such a daunting experience which is so vital to a woman who has lost her way and has trouble mentally and in reality accessing the right support to try and better her life instead of damaging it. You really don't get the credit they deserve. I no longer feel alone and scared. Kairos has provided me with what I need to get my life back."

"I would like to say a big thank you to everyone at Kairos. The world would be a much more lonely place without you all."

"It really is so kind what you all do for women that really need support and a push forward in the right direction. I am really grateful and pleased that I have some positivity and guidance from you. I really hope this is my time to shine, succeed an do great things with my life. Getting this far would have been so much harder without your support."

"Kairos is my safe space."

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRATEGIC REPORT

Achievement and performance

Fundraising activities

Kairos continued to be funded primarily through grants, received from Trusts and Foundations, The National Lottery, the Police and Crime Commission, and the Ministry of Justice. Thanks to funding received through ROSA, we were able to use the services of external fundraising consultancy service, Capidale, for assistance with bid writing. This investment not only enabled us to exceed our fundraising target for the year, but upskilled our CEO in effective bid writing. The CEO was also supported by a volunteer to research and apply to potential funders. Building on this positive experience, we made the decision to invest in the recruitment of a dedicated Fundraising Manager, to bring our fundraising capability in-house and increase our capacity to apply for grants without using external consultants. The Fundraising Manager role (which will be recruited within the next reporting period work) will work with the CEO to develop a Fundraising Strategy which will aim to diversify our income streams towards increased sustainability.

Our annual Christmas fundraising campaign, which raises money towards us 'giving the gift of Christmas' to the women we support saw a real downturn in donations this year, reflecting the hard times experienced by the local community during the unfavourable economic climate.

Financial review

Financial Position

During the year, the net funds raised from the general public and government to fund the programmes mentioned was £548,025 (2023 £472,949).

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £14,909 (2023: £55,704) which was raised for particular programmes.

At the end of the financial year the total funds were £328,295 (2023: £254,811) which will be invested into the charity's activities in the following year.

During the year, our largest grants were received from:-

Ministry of Justice £177,335
National Lottery £ 90,448

During the year, there was no significant events that have affected financial performance and financial position during the period.

Principal Funding Sources

Alan Edward Higgs	AVA In Safe Hands
Albert Hunt	Brook Trust
Coventry General Charities	Eveson Trust
Garfield Western	Grantham York Trust
Henry Smith Charitable Trust	Hillcote Trust
Leigh Trust	Lloyds Bank Foundation
Ministry of Justice	National Lottery
Newfield Trust	Norton Foundation
ROSA	Sheldon Trust
Smallwood Trust	St Martin in the Fields
Tudor Trust	West Midlands Police and Crime Commission

The charity is grateful to all members of the community and community groups who support our work both financially and in kind, through donations of food, clothing, and toiletries. During the reporting period we received at least £2700 worth of in-kind support. Kairos is a member of the Neighbourly Association to link in with local supermarkets who donate food. This became vital, particularly as we saw the increasing impact of the cost of living crisis. We are thankful to Aldi and Morrisons for their continued support and donations.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRATEGIC REPORT

Financial review

Investment policy

The charity holds excess cash in a Savings Account to earn investment income. During the year interest of £2,555 was earned. This cash is immediately available for emergencies.

Reserves policy

The charity will aim to keep between three to six months' core running costs in unrestricted reserves. This is to ensure the Charity is able to meet all of its legal obligations should all funding be withdrawn. The unrestricted reserves at 31 March 2024 totalled £313,386 (2023: £199,107) and are sufficient to meet this target unrestricted reserve level.

Plans for Future Periods

During the 2023-2024 financial year we made steady progress against our 2022-2025 strategy within the context of significant pressure on the organisation due to increased demand and complexity of need linked to the national cost of living crisis. The levels of poverty, crisis, violence against women, and tragic loss of lives has been unprecedented. Working with such high levels of trauma and injustice has strengthened our resolve to ensure our team of staff and volunteers are very well looked after and supported and that they feel valued for the highly skilled and deeply impactful work they do. Much of our focus has been on stabilising staff resourcing, professional development, and embedding of a reflective, nurturing, supportive workplace environment where staff are encouraged to develop professionally and thrive.

For the future, we remain very much focused on securing a new suitable premises for Kairos, from which to provide our Women's Hub and to house our staff and volunteers. We are thankful for the support received from The Ethical Property Foundation (funded through Lloyds Bank Foundation's Enhance Scheme) and to local media and supporters who have assisted us in our search since 2021. As a small charity, property search and acquisition is a resource heavy activity and we are hopeful that we can secure a deal in the next financial year.

We plan to introduce the new Fundraising Manager role and train up new fundraising volunteers. We will explore ways to diversify our income and develop a fundraising strategy.

We will explore alternative CRM database systems to identify the most suitable for our data capture and reporting needs. We will seek funding to cover the expense of taking on a new system, migrating data, and training staff.

We will review and update our policies and procedures and HR contracts

We will explore how to improve our branding, how we tell the story of what we do and the impact we have, and the messages we communicate, including strengthening our organisational positioning on the issues we advocate on

We will continue to deliver high quality services and strengthen our advocacy and influencing work.

In 2024/25 will undertake a strategic planning process to develop our 2025-2030 organisational strategy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is guided by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Kairos Women Working Together was an Unincorporated Association registered with the Charities Commission from September 2002 until September 2010.

Charity constitution

Kairos Women Working Together was incorporated as a company limited by guarantee (07254667) in England and Wales in May 2010. It was registered as a Charity (1136695) in June 2010 .

Recruitment, appointment, induction and training of Trustees

Trustees are recruited through open recruitment on the Reach Volunteering website and via social media. They are interviewed, go through DBS and reference checks, and are invited to observe a Board Meeting prior to being formally appointed. Trustees receive an induction to introduce them to the organisation and the responsibilities of their role.

Trustees bring a variety of skills and experience including accountancy, legal, HR, governance, strategic leadership, change management, and more. All our Trustees receive safeguarding training and have the opportunity to access external training.

All Trustees give their time voluntarily and receive no private benefit from the charity; neither do parties related to them receive any benefit from any transactions undertaken by the charity.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Trustees form a Board which includes the following officers: Chair, Secretary, and Treasurer. It meets quarterly. The Board has overall responsibility for strategic planning, policy formulation, approval and monitoring of programmes and services, finance, risk management, staff and volunteers, and premises.

The Articles of Association require that the number of Trustees shall not be less than three. As of 31 March 2024, there were 8 Trustees. The Trustees are also Directors of the company.

The CEO works closely with the Trustees, attending the Board meetings. The Board delegate operational decision making to the CEO. The CEO and Chair have regular contact to discuss strategic, risk, or pressing issues. The CEO and Treasurer have contact on at least a 6 weekly basis to monitor budgets and the overall financial situation.

Pay and remuneration of employees is reviewed annually against rises in the cost of living and where funding allows increases to pay are made to reflect this. During the reporting period a salary benchmarking exercise against all roles was undertaken as part of a pay review, as a result of this exercise the CEO recommended to the Board that some salaries should be increase. The Board considered this recommendation alongside the financial position and agreed to increase the salaries as recommended by the CEO.

Kairos staff work with the CEO to develop and deliver good practice in line with policies. Support and Supervision meetings take place monthly. Individual external clinical supervision is provided monthly for frontline staff by independent supervisors. As of March 2024 we had the following paid roles in place:

CEO (1 FTE)
Head of Service Delivery (1 FTE)
Finance Manager (1 FTE)
Team Manager (1 FTE)
Volunteer Manager (0.6 FTE)
Specialist Housing Practitioner (0.4 FTE)
Specialist Justice Practitioner (1 FTE)
Support and Advocacy Practitioners (6 FTE)

Decision making

The Chair of Trustees as of 31 March 2024 was Abbee McLatchie. She is also the Safeguarding Lead for the Board. All Trustee's participate in decision making at Board meetings, with each holding an equal vote.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Partnerships

Kairos continued to maintain and build many successful partnerships and alliances locally, regionally and nationally. These relationships have helped strengthen referral pathways, improved service delivery, the outcomes we achieve, as well as benefiting staff well-being and development. In addition to providing frontline support services, Kairos is dedicated to amplifying the voices of the women we support and advocating for and influencing systems change. Therefore staff at all levels contribute to many multi-agency meetings, forums, working groups, coalitions, and boards across various sectors that impact on the lives of disadvantaged and marginalised women subject to or at risk of sexual exploitation.

Kairos continued to be an active member of the Coventry Women's Partnership, funded by The Smallwood Trust, alongside Foleshill Women's Training (FWT), Coventry Rape and Sexual Abuse Centre (CRASAC), Coventry Haven Women's Aid (CHWA) and Central England Law Centre (CELC). This partnership aims to increase social and economic outcomes for women, helping them to easily access multiple services and move smoothly between agencies. The partnership was evaluated by Renaisi, a social enterprise which conducts research into social and economic injustice to drive social change. The research explored the partnership's trauma-informed and women-centred approach and demonstrated the potential for the partnership to have greater influence as a collective voice representing the needs of the women collectively supported, an area for further development should we secure further sustainable funding to advance our work.

Kairos advocated for Coventry to participate in the Women's Rough Sleeping Census, led by Solace and CGL, to ensure that women's homelessness is recognised as an issue distinct from men's homelessness and in need of dedicated strategy, policymaking, and funding. We championed the Census locally and were not surprised that 60 women were identified as rough sleeping, using the women-centric approach to counting, compared to the 1 woman using standard male centric approaches.

We were actively involved in a qualitative legal needs research study, a project between the University of Warwick School of Law, the Central England Law Centre and Law for Life: The Foundation for Public Legal Education. The study focuses on the experiences of marginalised groups and the role of community organisations in supporting them to access civil and social justice.

We continued a partnership with Coventry City Council's Community Resilience Team, who administer the household support fund for fuel. Many of the women we support faced many barriers to accessing the fund, it often took too long, in which time the crisis had passed or the women's contact details had changed and it couldn't be administered. To overcome these barriers, we set up an agreement with the Community Resilience Team to fast track applications that were made by women accessing our WWW drop-in and were in need of immediate assistance with fuel vouchers. This was of great benefit to many of the women we support.

Our partnership with Coventry's Integrated Sexual Health (ISH) service continued. We are able to supply sexually-transmitted infections (STI) testing kits, which the women can carry out themselves and are then sent off to be analysed. This has reduced the need for women to have an appointment at ISH to access an STI test and increased the uptake of women self-testing.

We continued to fund our partnership with Valley House, for women to have immediate access to person centred counselling. Women accessing counselling first have an initial meeting with the Counselling Coordinator before being matched with a counsellor. Women accessed counselling for 6 months, and if there was availability, longer if needed.

Kairos continued to partner with HSBC's No Fixed Abode Bank Account scheme, giving women who don't have a fixed address or proof of ID access to bank account.

We continued to value links with local churches whose premises were hired for our services during the reporting year:

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

- All Saints / St Margaret's Church
- St Mary's & St Benedict's RC Church

Risk management

In line with our Risk Management Policy, the Board reviewed major strategic, financial, and operational risks throughout the year, with the CEO regular escalating risks by exception to the Board as appropriate.

The significant risks that Kairos faced during the reporting period included:

- **Impact of the cost-of-living crisis:** The cost-of-living crisis continued to severely impact the women we support, sending them further in to poverty and at further risk of sexual exploitation. Other services reported that they were at capacity and the women we supported were sometimes unable to get their needs met by other services. This meant an increased demand on our service. We saw more women through our evening outreach and drop-in. We experienced a further decrease in the number of donations we received of essential items such as toiletries or clothes from the general public and a significant fall in donations, such as towards our Christmas campaign. Yet more women were asking for essential items, particularly as other services such as local food banks announced that they were in crisis and had to limit their distribution.

- **Staff Wellbeing:** Frontline staff work day in day out where the oppression of women through unjust systems and men's violence against women and girls is a huge element; this leads to the risk of secondary and vicarious trauma. The work is fast paced and, at times exhausting, triggering, and enraging. This risk has been mitigated by ensuring that all staff receive managerial and clinical supervision on a monthly basis, a weekly paid staff 'wellbeing hour', and an employee assistance programme (EAP) with access to additional counselling sessions. We have embedded a culture of supporting each other, reflecting on practice, and prioritising self-care. We also undertook a pay review and salary harmonisation exercise and improved contractual working conditions such as increased leave.

- **Safeguarding:** Kairos staff dealt with a high number of safeguarding issues and concerns on a regular basis. There was an increase in the number of referrals to and attendances at MARAC. To reduce the risks associated with safeguarding, we continued to have robust recording and reporting procedures. We continued with a weekly Safeguarding meeting between senior members of the team. All Trustees, staff, and volunteers keep training refreshed and we promote a culture of safeguarding.

- **Kairos premises:** Kairos has been based at St. Margaret's church since 2020, however we have grown and the Church now have alternative plans for the space. Also, recurring heating issues put the charity at risk of not being able to carry out its aims or provide a safe working environment. We have been actively seeking suitable new premises since 2021, having made appeals to the local council, MPs, and the local community. We've been supported with property search consultancy from The Ethical Property Foundation thanks to funding from Lloyds Bank Foundation, have designated some reserves towards a move, and have received pledges from funders towards building refurbishments. The CEO, Head of Service Delivery and a sub group of Trustees continue to search for a new home for Kairos.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07254667 (England and Wales)

Registered Charity number
1136695

Registered office
All Saints Church: St Margaret's
50 Walsgrave Road
(Entrance on Argyll Street)
Coventry
CV2 4EB

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

Trustees

Ms A McLatchie
Ms E Baria Bailey
Ms S Mathur (resigned 11.8.23)
Dr L K Rackliff
Ms M J Rothwell-McHugh
Ms M M Peck
Ms D H Alwan
Ms A C Lockhart
Ms K L Allen (appointed 20.12.23)

Company Secretary

Ms D H Alwan

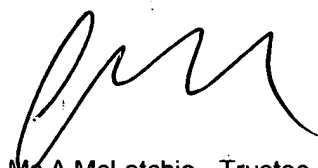
Independent Examiner

Christopher John Irvine FCCA
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

Bankers

CAF Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 20 December 2024 and signed on the board's behalf by:



Ms A McLatchie - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
KAIROS WOMEN WORKING TOGETHER

Independent examiner's report to the trustees of Kairos Women Working Together ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christopher John Irvine FCCA
The Association of Chartered Certified Accountants

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

20 December 2024

KAIROS WOMEN WORKING TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants and donations	3	182,205	368,299	550,504	472,949
Investment income	4	-	2,555	2,555	770
Total		<u>182,205</u>	<u>370,854</u>	<u>553,059</u>	<u>473,719</u>
EXPENDITURE ON					
Charitable activities	5	67,926	411,649	479,575	422,445
NET INCOME/(EXPENDITURE)		114,279	(40,795)	73,484	51,274
RECONCILIATION OF FUNDS					
Total funds brought forward		199,107	55,704	254,811	203,537
TOTAL FUNDS CARRIED FORWARD		<u>313,386</u>	<u>14,909</u>	<u>328,295</u>	<u>254,811</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	10	264	-	264	1,233
CURRENT ASSETS					
Debtors	11	17,447	-	17,447	222
Cash at bank and in hand		376,247	25,364	401,611	278,066
		<u>393,694</u>	<u>25,364</u>	<u>419,058</u>	<u>278,288</u>
CREDITORS					
Amounts falling due within one year	12	(80,572)	(10,455)	(91,027)	(24,710)
NET CURRENT ASSETS		<u>313,122</u>	<u>14,909</u>	<u>328,031</u>	<u>253,578</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>313,386</u>	<u>14,909</u>	<u>328,295</u>	<u>254,811</u>
NET ASSETS		<u>313,386</u>	<u>14,909</u>	<u>328,295</u>	<u>254,811</u>
FUNDS	13				
Unrestricted funds				313,386	199,107
Restricted funds				14,909	55,704
TOTAL FUNDS				<u>328,295</u>	<u>254,811</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 20 December 2024 and were signed on its behalf by:


A McLatchie - Trustee

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	120,990	68,272
Net cash provided by operating activities		<u>120,990</u>	<u>68,272</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(792)
Interest received		2,555	770
Net cash provided by/(used in) investing activities		<u>2,555</u>	<u>(22)</u>
Change in cash and cash equivalents in the reporting period			
		123,545	68,250
Cash and cash equivalents at the beginning of the reporting period			
		<u>278,066</u>	<u>209,816</u>
Cash and cash equivalents at the end of the reporting period			
		<u><u>401,611</u></u>	<u><u>278,066</u></u>

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	73,484	51,274
Adjustments for:		
Depreciation charges	969	1,857
Interest received	(2,555)	(770)
(Increase)/decrease in debtors	(17,225)	1,542
Increase in creditors	66,317	14,369
Net cash provided by operations	<u>120,990</u>	<u>68,272</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	278,066	123,545	401,611
	<u>278,066</u>	<u>123,545</u>	<u>401,611</u>
Total	<u>278,066</u>	<u>123,545</u>	<u>401,611</u>

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2024**

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, registered in England and Wales as defined by the Companies Act 2006

The presentation currency of the financial statements is the Pound Sterling (£)

2. ACCOUNTING POLICIES

Basis of preparing the financial statements - going concern basis

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. They are included at the cost to the donor as income and within the appropriate expenditure heading.

The charity will account for any grant income on a matching basis against the appropriate cost in the appropriate period. Grants towards capital expenditure are written off to income over the same period over which the asset is depreciated.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

2. ACCOUNTING POLICIES - continued

Fund accounting

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

Debtors

Debtors are recognised at the settlement amount due

Creditors

Creditors 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 are normally recognised at their settlement amount.

3. GRANTS AND DONATIONS

	2024	2023
	£	£
Grants	548,025	472,949
Commission	2,479	-
	<u>550,504</u>	<u>472,949</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Other grants	<u>548,025</u>	<u>472,949</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>2,555</u>	<u>770</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

5. CHARITABLE ACTIVITIES

Support costs

	2024	2023
	£	£
Staff costs	362,194	279,213
Insurance	3,487	3,579
Telephone and internet	4,218	-
Postage and stationery	1,662	1,731
Printing	598	283
Travel and subsistence	4,378	3,166
Sessional costs	5,210	6,457
Recruitment	1,558	555
Training	2,123	795
IT maintenance	3,865	3,396
External supervision	3,405	2,011
Rent and room hire	18,035	12,961
Professional fees	10,056	3,448
Governance	3,461	913
Fundraising	11,490	21,930
Evaluation	-	3,726
Communications	-	5,324
Office equipment & Hardware	21,635	4,004
Charges	113	152
Marketing	6,910	2,690
Refreshments	3,991	2,592
Clothing	1,400	1,519
Hygiene items	304	34
Other Supplies- SUs	3,684	55,627
Counselling for SUs	3,751	4,167
Volunteer costs	1,078	259
Other Supplies- running costs	-	56
Depreciation	969	1,857
	<u>479,575</u>	<u>422,445</u>

6. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Depreciation - owned assets	969	1,857
Independent examination	1,000	1,000
	<u>1,969</u>	<u>2,857</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the period ended 31 March 2023.

Trustees' expenses

During the year total expenses of £0 (2022: £0) were reimbursed to the Trustees.

8. STAFF COSTS

	2024 £	2023 £
Wages and salaries	362,194	279,213
	<u>362,194</u>	<u>279,213</u>

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

	2024	2023
CEO	1	1
Service Delivery	1	1
Team Manager	1	1
Specialist Housing Practitioner	1	1
Specialist Justice Practitioner	1	1
Support and Advocacy Practitioner	4	4
Finance and Admin Officer	1	1
	<u>10</u>	<u>10</u>

Staff costs were as follows:

	2024 £	2023 £
Salaries	324,863	250,255
Social security	30,612	23,436
Pension contributions	6,719	5,522
	<u>362,194</u>	<u>279,213</u>

No employee received emoluments of more than £60,000.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Grants and donations	157,776	315,173	472,949
Investment income	770	-	770
Total	<u>158,546</u>	<u>315,173</u>	<u>473,719</u>
EXPENDITURE ON			
Charitable activities	42,046	380,399	422,445
NET INCOME/(EXPENDITURE)	116,500	(65,226)	51,274
RECONCILIATION OF FUNDS			
Total funds brought forward	82,607	120,930	203,537
TOTAL FUNDS CARRIED FORWARD	<u>199,107</u>	<u>55,704</u>	<u>254,811</u>

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2023 and 31 March 2024	<u>5,572</u>
DEPRECIATION	
At 1 April 2023	4,339
Charge for year	969
At 31 March 2024	<u>5,308</u>
NET BOOK VALUE	
At 31 March 2024	<u>264</u>
At 31 March 2023	<u>1,233</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024	2023
	£	£
Debtors	11,428	-
Other debtors	819	-
Prepayments	5,200	222
	<u>17,447</u>	<u>222</u>
12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024	2023
	£	£
Creditors	11,619	-
Social security and other taxes	8,655	4,923
Other creditors	260	5,190
Net wages	1,862	853
Pensions	1,582	-
Accruals and deferred income	67,049	13,744
	<u>91,027</u>	<u>24,710</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	177,107	114,279	291,386
Designated property fund	22,000	-	22,000
	<hr/>	<hr/>	<hr/>
	199,107	114,279	313,386
Restricted funds			
National Lottery Original	2,697	(2,697)	-
Grantham York Trust	5,000	(5,000)	-
The Norton Foundation	5,000	(5,000)	-
Coventry City Council - Community	1,998	(1,998)	-
George Henry Collins Charitable Trust	868	(868)	-
Smallwood Trust	8,626	(10,406)	(1,780)
Newfield Trust (Clothing)	2,669	(3,369)	(700)
Leigh Trust	2,854	(2,854)	-
St Martin in the Fields	567	340	907
Tudor Trust Wellbeing 2	2,000	(2,000)	-
Alan Edward Higgs (Feeling Safe)	10,000	(10,000)	-
AVA In Safe Hands	1,651	(1,651)	-
Heart Of England - (Warm Spaces)	480	(480)	-
Heart Of England- Redecorating	845	(839)	6
Henry Smith	120	-	120
Ministry of Justice Pot 1	(9,863)	9,863	-
Ministry of Justice pot 2	(6,667)	6,532	(135)
National Grid Local Giving (Communities Matter) Fund	9,434	(9,434)	-
Newfield Trust (Xmas)	663	(663)	-
ROSA Stand With Us- Fundraising	15,091	(15,090)	1
WMPCC - Safety Packs	59	-	59
WMCA- Feeding Coventry	1,612	(1,763)	(151)
DWP (Office equipment)	-	(7,689)	(7,689)
Alan Higgs (moving premises fund)	-	20,000	20,000
Family Action	-	600	600
National Lottery 23/26	-	3,171	3,171
Newfield Trust (Carpet)	-	500	500
	<hr/>	<hr/>	<hr/>
	55,704	(40,795)	14,909
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	254,811	73,484	328,295

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	182,205	(67,926)	114,279
Restricted funds			
National Lottery Original	-	(2,697)	(2,697)
Grantham York Trust	-	(5,000)	(5,000)
The Norton Foundation	-	(5,000)	(5,000)
Coventry City Council - Community	-	(1,998)	(1,998)
George Henry Collins Charitable Trust	-	(868)	(868)
The Brook Trust	25,000	(25,000)	-
Smallwood Trust	20,575	(30,981)	(10,406)
Newfield Trust (Clothing)	-	(3,369)	(3,369)
Leigh Trust	-	(2,854)	(2,854)
St Martin in the Fields	340	-	340
Tudor Trust Wellbeing 2	-	(2,000)	(2,000)
Alan Edward Higgs (Feeling Safe)	-	(10,000)	(10,000)
Albert Hunt Trust	1,987	(1,987)	-
AVA In Safe Hands	-	(1,651)	(1,651)
Heart Of England - (Warm Spaces)	-	(480)	(480)
Heart Of England- Redecorating	-	(839)	(839)
Ministry of Justice Pot 1	69,863	(60,000)	9,863
Ministry of Justice pot 2	107,472	(100,940)	6,532
National Grid Local Giving (Communities Matter) Fund	-	(9,434)	(9,434)
Newfield Trust (Xmas)	-	(663)	(663)
ROSA Stand With Us- Fundraising	-	(15,090)	(15,090)
WMCA- Feeding Coventry	4,069	(5,832)	(1,763)
DWP (Office equipment)	-	(7,689)	(7,689)
Alan Higgs (moving premises fund)	20,000	-	20,000
Family Action	600	-	600
National Lottery 23/26	90,448	(87,277)	3,171
Newfield Trust (Carpet)	500	-	500
WMPCC Victims Fund	20,000	(20,000)	-
Sheldon Trust	10,000	(10,000)	-
	<u>370,854</u>	<u>(411,649)</u>	<u>(40,795)</u>
TOTAL FUNDS	<u>553,059</u>	<u>(479,575)</u>	<u>73,484</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	82,607	116,500	(22,000)	177,107
Designated property fund	-	-	22,000	22,000
	<hr/>	<hr/>	<hr/>	<hr/>
	82,607	116,500	-	199,107
Restricted funds				
National Lottery Original	20,936	(18,239)	-	2,697
William A Cadbury Charitable Trust	8,955	(8,955)	-	-
Grantham York Trust	-	5,000	-	5,000
The Norton Foundation	-	5,000	-	5,000
Coventry City Council - Community	-	1,998	-	1,998
George Henry Collins Charitable Trust	-	868	-	868
Smallwood Trust	11,309	(2,683)	-	8,626
Newfield Trust (Clothing)	4,127	(1,458)	-	2,669
Leigh Trust	-	2,854	-	2,854
St Martin in the Fields	567	-	-	567
Tudor Trust Wellbeing 2	2,430	(430)	-	2,000
Trusthouse	18,034	(18,034)	-	-
Noel Buxton Trust	3,000	(3,000)	-	-
Eveson Trust	350	(350)	-	-
Henry Smith	16,212	(16,092)	-	120
Severn Trent - COVID	565	(565)	-	-
Homeless Link - COVID	509	(509)	-	-
Service User Grants	121	(121)	-	-
ROSA Thrive Smallwood	30,060	(30,060)	-	-
Charles Hayward Foundation	2,755	(2,755)	-	-
Screwfix Foundation	1,000	(1,000)	-	-
Alan Edward Higgs (Feeling Safe)	-	10,000	-	10,000
AVA In Safe Hands	-	1,651	-	1,651
Heart Of England - (Warm Spaces)	-	480	-	480
Heart Of England- Redecorating	-	845	-	845
Ministry of Justice Pot 1	-	(9,863)	-	(9,863)
Ministry of Justice pot 2	-	(6,667)	-	(6,667)
National Grid Local Giving (Communities Matter) Fund	-	9,434	-	9,434
Newfield Trust (Xmas)	-	663	-	663
ROSA Stand With Us - Overheads	-	3,750	-	3,750
ROSA Stand With Us- Fundraising	-	11,341	-	11,341
WMPCC - Safety Packs	-	59	-	59
WMCA- Feeding Coventry	-	1,612	-	1,612
	<hr/>	<hr/>	<hr/>	<hr/>
	120,930	(65,226)	-	55,704
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	203,537	51,274	-	254,811

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	158,546	(42,046)	116,500
Restricted funds			
National Lottery Original	78,580	(96,819)	(18,239)
William A Cadbury Charitable Trust	-	(8,955)	(8,955)
Grantham York Trust	5,000	-	5,000
The Michael Marsh Charitable Trust	5,000	(5,000)	-
The Norton Foundation	5,000	-	5,000
Coventry City Council - Community	1,998	-	1,998
George Henry Collins Charitable Trust	1,000	(132)	868
Smallwood Trust	37,040	(39,723)	(2,683)
Newfield Trust (Clothing)	-	(1,458)	(1,458)
Leigh Trust	3,000	(146)	2,854
Tudor Trust Wellbeing 2	-	(430)	(430)
Trusthouse	-	(18,034)	(18,034)
Noel Buxton Trust	-	(3,000)	(3,000)
Eveson Trust	-	(350)	(350)
Henry Smith	20,000	(36,092)	(16,092)
Severn Trent - COVID	-	(565)	(565)
Homeless Link - COVID	18,850	(19,359)	(509)
Service User Grants	3,532	(3,653)	(121)
ROSA Thrive Smallwood	-	(30,060)	(30,060)
Charles Hayward Foundation	-	(2,755)	(2,755)
Screwfix Foundation	-	(1,000)	(1,000)
Alan Edward Higgs (Feeling Safe)	10,000	-	10,000
Albert Hunt Trust	5,000	(5,000)	-
AVA In Safe Hands	20,000	(18,349)	1,651
Dumbreck	500	(500)	-
Heart Of England - (Warm Spaces)	5,000	(4,520)	480
Heart Of England- Redecorating	1,000	(155)	845
Ministry of Justice Pot 1	-	(9,863)	(9,863)
Ministry of Justice pot 2	-	(6,667)	(6,667)
National Grid Local Giving (Communities Matter) Fund	9,400	34	9,434
Newfield Trust (Xmas)	1,398	(735)	663
ROSA Stand With Us - Overheads	3,750	-	3,750
ROSA Stand With Us- Fundraising	21,250	(9,909)	11,341
Tudor Trust- Staff Wellbeing	2,000	(2,000)	-
WMPCC - Safety Packs	54,875	(54,816)	59
WMCA- Feeding Coventry	2,000	(388)	1,612
	<u>315,173</u>	<u>(380,399)</u>	<u>(65,226)</u>
TOTAL FUNDS	<u><u>473,719</u></u>	<u><u>(422,445)</u></u>	<u><u>51,274</u></u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	82,607	230,779	(22,000)	291,386
Designated property fund	-	-	22,000	22,000
	<u>82,607</u>	<u>230,779</u>	<u>-</u>	<u>313,386</u>
Restricted funds				
National Lottery Original	20,936	(20,936)	-	-
William A Cadbury Charitable Trust	8,955	(8,955)	-	-
Smallwood Trust	11,309	(13,089)	-	(1,780)
Newfield Trust (Clothing)	4,127	(4,827)	-	(700)
St Martin in the Fields	567	340	-	907
Tudor Trust Wellbeing 2	2,430	(2,430)	-	-
Trusthouse	18,034	(18,034)	-	-
Noel Buxton Trust	3,000	(3,000)	-	-
Eveson Trust	350	(350)	-	-
Henry Smith	16,212	(16,092)	-	120
Severn Trent - COVID	565	(565)	-	-
Homeless Link - COVID	509	(509)	-	-
Service User Grants	121	(121)	-	-
ROSA Thrive Smallwood	30,060	(30,060)	-	-
Charles Hayward Foundation	2,755	(2,755)	-	-
Screwfix Foundation	1,000	(1,000)	-	-
Heart Of England- Redecorating	-	6	-	6
Ministry of Justice pot 2	-	(135)	-	(135)
ROSA Stand With Us - Overheads	-	3,750	-	3,750
ROSA Stand With Us- Fundraising	-	(3,749)	-	(3,749)
WMPCC - Safety Packs	-	59	-	59
WMCA- Feeding Coventry	-	(151)	-	(151)
DWP (Office equipment)	-	(7,689)	-	(7,689)
Alan Higgs (moving premises fund)	-	20,000	-	20,000
Family Action	-	600	-	600
National Lottery 23/26	-	3,171	-	3,171
Newfield Trust (Carpet)	-	500	-	500
	<u>120,930</u>	<u>(106,021)</u>	<u>-</u>	<u>14,909</u>
TOTAL FUNDS	<u>203,537</u>	<u>124,758</u>	<u>-</u>	<u>328,295</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	340,751	(109,972)	230,779
Restricted funds			
National Lottery Original	78,580	(99,516)	(20,936)
William A Cadbury Charitable Trust	-	(8,955)	(8,955)
Grantham York Trust	5,000	(5,000)	-
The Michael Marsh Charitable Trust	5,000	(5,000)	-
The Norton Foundation	5,000	(5,000)	-
Coventry City Council - Community	1,998	(1,998)	-
George Henry Collins Charitable Trust	1,000	(1,000)	-
The Brook Trust	25,000	(25,000)	-
Smallwood Trust	57,615	(70,704)	(13,089)
Newfield Trust (Clothing)	-	(4,827)	(4,827)
Leigh Trust	3,000	(3,000)	-
St Martin in the Fields	340	-	340
Tudor Trust Wellbeing 2	-	(2,430)	(2,430)
Trusthouse	-	(18,034)	(18,034)
Noel Buxton Trust	-	(3,000)	(3,000)
Eveson Trust	-	(350)	(350)
Henry Smith	20,000	(36,092)	(16,092)
Severn Trent - COVID	-	(565)	(565)
Homeless Link - COVID	18,850	(19,359)	(509)
Service User Grants	3,532	(3,653)	(121)
ROSA Thrive Smallwood	-	(30,060)	(30,060)
Charles Hayward Foundation	-	(2,755)	(2,755)
Screwfix Foundation	-	(1,000)	(1,000)
Alan Edward Higgs (Feeling Safe)	10,000	(10,000)	-
Albert Hunt Trust	6,987	(6,987)	-
AVA In Safe Hands	20,000	(20,000)	-
Dumbreck	500	(500)	-
Heart Of England - (Warm Spaces)	5,000	(5,000)	-
Heart Of England- Redecorating	1,000	(994)	6
Ministry of Justice Pot 1	69,863	(69,863)	-
Ministry of Justice pot 2	107,472	(107,607)	(135)
National Grid Local Giving (Communities Matter) Fund	9,400	(9,400)	-
Newfield Trust (Xmas)	1,398	(1,398)	-
ROSA Stand With Us - Overheads	3,750	-	3,750
ROSA Stand With Us- Fundraising	21,250	(24,999)	(3,749)
Tudor Trust- Staff Wellbeing	2,000	(2,000)	-
WMPCC - Safety Packs	54,875	(54,816)	59
WMCA- Feeding Coventry	6,069	(6,220)	(151)
DWP (Office equipment)	-	(7,689)	(7,689)
Alan Higgs (moving premises fund)	20,000	-	20,000
Family Action	600	-	600
National Lottery 23/26	90,448	(87,277)	3,171
Newfield Trust (Carpet)	500	-	500
WMPCC Victims Fund	20,000	(20,000)	-
Sheldon Trust	10,000	(10,000)	-

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. MOVEMENT IN FUNDS - continued

	<u>686,027</u>	<u>(792,048)</u>	<u>(106,021)</u>
TOTAL FUNDS	<u><u>1,026,778</u></u>	<u><u>(902,020)</u></u>	<u><u>124,758</u></u>

Restricted Funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

The above restricted funds have been donated for the following specific purposes:

29th May 1961 Charitable Trust	Feeling Safe Project
Amazon	A Home of Her Own project
The Brook Trust	Aspire
Coventry Church (Municipal) Charities	Outreach and Drop-In
Albert Hunt	A Home of Her Own Project
Heart of England Community Foundation	Feeling Safe Project
Henry Smith Charity	Organisational Running Costs
Homeless Link	A Home of Her Own Project
Alan Edward Higgs	Feeling Safe and Core Costs
Sheldon Trust	Feeling Safe
Grantham Yorke	Feeling Safe
Lloyds Bank Foundation	Core Costs
AVA In Safe Hands	A Home of Her Own Project
The National Lottery Community Fund	Feeling Safe Project
Norton Foundation	Feeling Safe Project
The Noel Buxton Trust	Criminal Justice and Prison In-reach
The Rhiannon Trust	Outreach and Drop-In
ROSA Stand With Us	Core Costs
The Smallwood Trust	Coventry Women's Partnership project
The Tudor Trust	Management Salaries
The Tudor Trust Staff Wellbeing Grant	For Kairos Staff Wellbeing
George Henry Collins	Outreach and Drop In
Community Resilience Team	Core Costs
West Midlands Police and Crime	
Commissioner Victims Fund	Aspire, Blossoms, AHOHO, Outreach and Drop-in
Baron Davenport Charity	Grants for Service Users
Leigh Trust	Womens Justice
St Martins in the Fields	Grants for Service Users
Newfield Trust	Grants for Service Users
WE Dunn Charitable Trust	Grants for Service Users
Ministry of Justice	Core Costs and Womens Justice

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

15. ULTIMATE CONTROLLING PARTY

There is no controlling party.

KAIROS WOMEN WORKING TOGETHER

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Grants and donations		
Grants	548,025	472,949
Commission	2,479	-
	<hr/>	<hr/>
	550,504	472,949
Investment income		
Deposit account interest	2,555	770
	<hr/>	<hr/>
Total incoming resources	553,059	473,719
 EXPENDITURE		
Support costs		
Staff salaries and NI	362,194	279,213
Insurance	3,487	3,579
Telephone and internet	4,218	-
Postage and stationery	1,662	1,731
Printing	598	283
Travel and subsistence	4,378	3,166
Sessional costs	5,210	6,457
Recruitment	1,558	555
Training	2,123	795
IT maintenance	3,865	3,396
External supervision	3,405	2,011
Rent and room hire	18,035	12,961
Professional fees	10,056	3,448
Governance	3,461	913
Fundraising	11,490	21,930
Evaluation	-	3,726
Communications	-	5,324
Office equipment & Hardware	21,635	4,004
Charges	113	152
Marketing	6,910	2,690
Refreshments	3,991	2,592
Clothing	1,400	1,519
Hygiene items	304	34
Other Supplies- SUs	3,684	55,627
Counselling for SUs	3,751	4,167
Volunteer costs	1,078	259
Other Supplies- running costs	-	56
Depreciation	969	1,857
	<hr/>	<hr/>
	479,575	422,445
Total resources expended	<hr/>	<hr/>
	479,575	422,445
Net income	<hr/>	<hr/>
	73,484	51,274

This page does not form part of the statutory financial statements

KAIROS WOMEN WORKING TOGETHER

England & Wales - Charity number 1136695

Accounts

REGISTERED COMPANY NUMBER: 07254667 (England and Wales)
REGISTERED CHARITY NUMBER: 1136695

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023
FOR
KAIROS WOMEN WORKING TOGETHER

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

KAIROS WOMEN WORKING TOGETHER

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FOR THE YEAR ENDED 31 MARCH 2023

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KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Kairos Women Working Together is also known as Kairos (previously known as Kairos WWT).

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

OBJECTIVES AND ACTIVITIES

Aims and Objectives

Her'story Kairos was originally established in 1999 to reach out to a group of women who were perceived to be marginalised and vulnerable; women involved in street-based prostitution in the 'red light area' of Coventry. It was recognised that there were many complex issues that bound the women to prostitution and that there was a clear need for a dedicated project that could build relationships with the women and broker the provision of mainstream services that often failed to reach and engage them. Through street-based outreach, trusting relationships with the women formed. In the formative years, Kairos was run by a small team of volunteers and in 2002, we gained charitable status.

Over the past 24 years, the organisation gradually developed in line with the women's needs and wishes. We started to offer drop-in support, 1-2-1 support work, prison in-reach, preventative work with young women, and group sessions. Over time, we built a number of important partnerships and became more influential in our advocacy work.

In recent years, we widened our reach, evolved our approach, and expanded our service offer. We adapted to a more competitive funding landscape and responded to the extreme challenges presented by the Covid-19 pandemic and subsequently the cost of living crisis. Across four main service areas, we now offer: street-based outreach, daytime and evening drop-in sessions, crisis and harm reduction support, facilitated and peer led groups, intensive 1-2-1 practical and emotional support and advocacy, access to counselling, and various enrichment activities. Navigating ever increasing levels of demand, complexity of need, and updated expectations related to professional knowledge, safeguarding, and risk management, we're guided by a clear organisational strategy focussed on strengthening our foundations to ensure long-term sustainability.

Kairos is an ancient Greek word meaning 'the right, critical, or opportune moment for the accomplishment of crucial action'. In Greek mythology, Kairos was the god of opportunity. We meet women 'where they are at' until the time is right for them to take action towards their goals. We provide options and create opportunities, supporting women to accomplish the change they want for their lives.

Our **vision** is a world where every woman matters, and all women live free from violence, abuse, and exploitation.

Our **mission** is to empower women to increase their safety, stability, self-belief, and self-reliance, through the provision of emotional and practical support, advocacy, and awareness raising, so they may build fulfilled lives free from violence, abuse, and exploitation. .

All our work reflects our shared core values:

Compassion- We believe that women have the right to be respected and treated fairly. We act with humanity, listening with curiosity to come to an understanding of what is causing them difficulties or distress. We value them as unique individuals, hold space for them, and empathically seek to understand their priorities, needs, abilities, and aspirations.

Empowerment- We recognise that the women we support have a right to self-determination. Rather than 'rescue', we support them to develop self-belief and establish a sense of choice, control, and agency within their lives. We do not treat women as passive recipients of help and we maintain strong professional boundaries to ensure we facilitate independence.

Justice- We understand that women at risk of or subject to sexual exploitation face significant injustice in their lives. They are often ignored, silenced, or pushed to the margins. As passionate advocates, we ensure their voices are amplified and rights are upheld. We seek to positively challenge and influence policy and systems to improve outcomes for all women.

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Who We Support

We support women subject to or at risk of sexual exploitation. This includes women actively involved in street-based prostitution, women involved in other forms of the sex industry, women seeking to exit and women who have exited the sex industry and require support to maintain this. We support young women who have been subjected to childhood sexual exploitation (CSE) and are subject to or at risk of further exploitation as adults. We also, more broadly, support women who face multiple disadvantage and have multiple unmet needs. We support women in contact with or at risk of becoming involved in the criminal justice system and we support women who are homeless or at risk of homelessness.

The women we support have all experienced trauma and struggle with the lasting impact of this. The majority were subjected to at least one form of childhood abuse. Around three-quarters grew up in care and many have never experienced a safe, loving relationship. Many have had children removed from their care. The vast majority are routinely subjected to at least one form of violence and abuse: sexual violence, domestic abuse, and/or coercive control. It is no surprise that many turn to substance use as a coping strategy. Two thirds of the women have spent time in prison. Most live in abject poverty, and have no safe space to call home. For those involved in prostitution, most were exploited into it as teenagers, some as young as 14 years old.

The women often face various barriers to accessing mainstream support and with their needs being multiple and complex they benefit from our approach. Being involved in multiple services at the same time can be overwhelming and particularly difficult for the women to navigate. We work alongside and in partnership with other organisations to support women's engagement with specialist support such as drug and alcohol services or children's social care, for example. Kairos is at the heart (practically and emotionally) of networks of support, streamlining access for women.

Women who face multiple disadvantage and have complex unmet needs are at risk of sexual exploitation. Risk factors may include (but are not limited to):

- History of complex trauma
- Poor mental health (often due to the impact of trauma)
- Subjected to childhood abuse, including Child Sexual Exploitation (CSE)
- Was a 'looked after child'
- Has had their own children removed into care
- Subject/ed to sexual and/or domestic abuse
- Limited support networks
- Poverty
- Contact with the criminal justice system
- Employs coping strategies such as substance use, which can place financial demands on the woman and impact on her ability to make informed choices and give consent
- Precarious housing or homelessness
- Exploited into the commercial sex industry/selling sex as a child
- Subject/ed to coercion. [People (usually men) who coerce women into prostitution may employ intimidation, abuse, and violence. The coercion may be financial or through the provision of something needed (i.e., food, housing, drugs). It is a complex issue, and the perpetrator may not fit the 'pimp' stereotype. They may be a father, husband, partner, on/off partner, house mate, friend, associate, or drug dealer].
- Previous involvement in prostitution

The women we support are often considered 'too complex' or 'high risk' by mainstream statutory and voluntary services, who can struggle to reach and maintain engagement with them.

The Way We Work

We believe that every woman matters. Our work is women-centred, trauma-informed, and hopeful. Our support is holistic, relational, and collaborative. As an organisation, we are striving to become more reflective, outcomes focused, and evidence-based in our professional practice.

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Our approach to the issue of prostitution/sexual exploitation is rooted in a critique of the institution of the sex industry, from a Violence Against Women and Girls (VAWG) perspective and places no moralistic judgement on the women we support.

We're there for women in crisis, supporting them to increase their safety, reduce harm and ensure basic needs are met. We take time to build trusting relationships; persistence and flexibility are key. We also recognise the potential for women to move beyond entrenched cycles of crisis and harm. We support them to believe in their ability to achieve their goals and empower them to take the necessary steps along the way. We journey alongside them as they increase their stability and self-reliance. We fully recognise that such a journey is unique to each individual woman, is never linear, and needs to be open-ended.

Our Approach

Women-centred- Kairos is run by women, for women. Women supported by Kairos have been subjected to male violence and all are impacted by trauma. They tell us that the presence of males could act as a significant barrier to their engagement. Therefore, we provide women-only services and spaces

Trauma Informed- We consider the effects of trauma in our interactions with women and in the design of our environment, approach, and services. We challenge the way in which women are blamed and often pathologised for their trauma. We focus on women's strengths and are non-victim blaming. We advocate for a trauma-informed approach at a local, regional, and national level.

Hopeful- We believe in the potential of every woman and empower them to believe in themselves. We always hold hope for them, even when they might not want or feel ready for change. We will never give up on them. Our support enables them to reimagine their lives and we journey with them towards their goals.

Collaborative- We listen to the voices of women with lived experience. They are actively involved in co-designing their support plans and co-producing service provision. We regularly consult with the women we support, so that their voice is influential at all levels of organisational decision making and beyond. We encourage and provide opportunities for peer leadership. We work in partnership with other organisations and are open to new opportunities for collaboration.

Relational- We take time to build trusting relationships with women to maintain their ongoing engagement and optimise opportunities for empowerment. Our informal style involves patience, persistence, and flexibility. We uphold high levels of confidentiality and work to deliver what we say we will.

Holistic- Every woman is treated as a unique individual, with specific needs and ambitions. Services are designed to be open ended and to enable women to address multiple issues in their lives, not just focus on one area, because their lives cannot be categorised into boxes.

Outcomes Focussed- We want our support to be transformational, therefore we ensure our approaches and processes are working towards helping women move beyond crisis to achieve positive, life changing outcomes, that result in more women living free from sexual exploitation.

Evidence Based- We are informed by good practice evidence of what works best to achieve our aims. We effectively collect data, monitor outcomes, and evaluate our services to feed into a cycle of continuous improvement.

Reflective- We engage in reflective practice, intentionally taking time to consider how our values, biases, thoughts, feelings, and beliefs influence the decisions we make in the course of our work.

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OBJECTIVES AND ACTIVITIES

Significant activities

Services

Feeling Safe supports young women aged 18-25. Many have been subjected to childhood sexual exploitation (CSE) and were previously involved with children's services. Some continue to be exploited as adults or are at risk of further exploitation. Some are young women at risk of exploitation because they face multiple disadvantage and have unmet needs.

Aspire supports women over the age of 25. Some have been actively involved in street-based prostitution (and/or the wider sex industry) and some want support to exit or to maintain their exit. Some women are more generally at risk of sexual exploitation because they face multiple disadvantage and have 'complex' unmet needs.

A Home Of Her Own supports women at risk of or subject to sexual exploitation, who are also homeless, at risk of homelessness, facing housing instability, or are currently in unsafe and/or unsuitable accommodation.

Women's Justice supports women at risk of or subject to sexual exploitation, who are also in contact with the criminal justice system, including those facing charges, going through the courts, on a community sentence or in custody, and those planning release or who've recently been released.

We provide a range of support, based at both our Women's Hub in Coventry and in the community, including:

- Evening street-based outreach and drop-in
- Crisis intervention to address safety issues, reduce harm, and meet basic needs
- Support in response to domestic abuse and/or sexual violence; make 'Ugly Mug' reports, access the Sexual Assault Referral Centre (SARC) and/or local ISVA/IDVA services, and/or to report directly to the police
- Support to access physical, mental, and sexual health services
- Support with benefits and financial management
- Access to free legal advice
- 1-2-1 practical and emotional support to achieve identified short and long term goals
- Multi-agency case coordination, liaison, and advocacy
- Support to engage with antenatal and postnatal services and children's social care
- Support to navigate the criminal justice system and engage with the police, courts, probation, prison, and women's justice services. Support at court, prison in-reach, release planning and community reintegration
- Housing and tenancy advice and advocacy, assistance with homelessness applications, support into and to maintain safe and suitable accommodation
- Wonder Women Wednesdays: a daytime multi-agency 'one stop' support drop-in, providing access to a safe space, hot meal, shower, housing support, IDVA, ISVA, and substance use support, and various support staff from other partner organisations
- Queen Bees: a semi-structured empowerment group for Feeling Safe participants focussed on self-love and women's right to feel and be safe. The group provides a safe space to develop confidence, self-esteem, and wellbeing while building a positive support network.
- Blossoms: a peer support and ante/post-natal group for women across our services who are pregnant or have recently had a baby, many of whom have experienced and/or are facing child removal. Delivered in partnership with a Specialist Midwife, the focus is on maternal health and wellbeing, positive engagement with services, and improved outcomes for children.
- Therapeutic garden: a sensory outdoor space to connect with nature, self, or with others, learn or practice skills by planting/tending the plants, flowers, fruits, and vegetables, and improve wellbeing
- Opportunities for new experiences, therapeutic interventions, peer mentoring/leadership, training, development, volunteering, and employment support
- 1-2-1 and group Occupational Therapy support
- Access to counselling
- Support to exit prostitution for those who wish to

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OBJECTIVES AND ACTIVITIES

Achievements and Performance

Between the period of 1st April 2022 to 31st March 2023, Kairos supported 219 unique women, an increase from the previous year of almost 20%. Kairos not only supports women's holistic needs, but also offers holistic services, meaning one woman can be supported by more than one service within Kairos at one time, depending on their support requirements.

Kairos uses CRM database system Lamplight to record day to day activities and work records. Kairos also used the nationally recognised Triangle online Outcome Stars to monitor, review and record progress and outcomes achieved with the women we support.

The following overview highlights the number of women supported in each service and the outcomes reported by the women we support.

Feeling Safe:

Our Feeling Safe service supports young women 18 - 24 years old and supports them as they transition into adulthood. This is often a critical time as support they received as children (, up to the age of 18) stops and they are at risk of becoming further isolated, and vulnerable.

The Feeling Safe service uses the Young Persons Star to monitor and record progress made. Feeling Safe supported 50 women from 1st April 22 to 31st March 23.

- 81% reported that they improved or maintained progress in their people and support networks.
- 78% reported that they improved or maintained progress in how they feel.
- 75% reported that they improved or maintained progress in their choices and behaviour.
- 91% reported that they improved or maintained progress in their practical life skills.

As part of our Feeling Safe service we facilitate a weekly peer empowerment group called Queen Bees where young women provide peer support, build their self-confidence, improve their wellbeing, and increase their understanding of their rights,(for example their rights within a healthy relationship). The group was attended by 25 women over the reporting period.

Once a year we run a Summer Programme which offers young women supported by Feeling Safe the opportunity to try new experiences, build their confidence, meet other young women, broaden their horizons to help them think about what they would like to achieve in the future. Our 2022 Summer Programme was attended by 8 young women and focused on accessing activities in the local community and getting to know our surroundings. It included going to Coombe Abbey, the Herbert Art Gallery, an outdoor Pollination exhibition in Birmingham, plus other activities.

Aspire:

Our Aspire service supports women over 25. Some of the women are or have been actively involved in street-based prostitution. The women supported by our Aspire Service will often access the service in crisis and cycle in and out of support.

For the Aspire Service we use the Empowerment Star to monitor outcomes. Aspire supported 98 women from 1st April 2022 to 31st March 2023.

- 82% reported that they improved or maintained their safety
- 64% reported that they improved or maintained their legal issues
- 73% reported that they improved or maintained their money and financial situation
- 65% reported that they improved or maintained their health and wellbeing

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OBJECTIVES AND ACTIVITIES

In addition to the Aspire service we run a weekly evening street-based outreach service. We walk around the local 'red light district', distributing food, drinks and condoms, chatting to the women and inviting them back to our drop-in session. At our drop-in we offer hot food, needle exchange, clothes and a listening ear. This is often where women supported under Aspire first access wider support and self-refer in. During the reporting period, 77 women were supported via our Outreach and Drop-in provision.

A Home of Her Own:

The A Home of Her Own service supports women who are homeless or at risk of homelessness across 3 pathways;

Crisis: supporting women who are homeless, rough sleeping, sofa surfing or using survival sex. 10 women were supported through this pathway.

Prevention: supporting women at risk of homelessness, or eviction. 55 women were supported through this pathway.

Sustainment: Support women who have moved into their own tenancy, access grants, setting up utilities and settling in to the local community. 26 women were supported through this pathway.

The A Home of Her Own Service uses the Tenancy Star.

- 92% reported that they improved or maintained their housing situation
- 90% reported that they improved or maintained their money and rent
- 87% reported that they improved or maintained their health and wellbeing
- 85% reported that they improved or maintained looking after their home

Women's Justice:

Our Women's Justice Service supports women in contact with the criminal justice system (CJS). This includes going into prisons, supporting women on the day of release and providing ongoing support in the community. National figures show that more women are sent to prison for theft than all other offences combined and over half (58%) are sentenced to 6 months or less. Most crimes are related to women's poverty, homelessness, or addiction. We seek to address these issues, at the same time diverting women from entering the CJS, reducing the number of women serving short sentences, and reducing reoffending.

The Women's Justice service uses the Justice Star. For the year ending March 31 2023 there were 57 women supported through our Women's Justice Service.

- 59% reported that they improved or maintained their living and selfcare skills.
- 59% reported that they improved or maintained their mental health and wellbeing
- 53% reported that they improved or maintained managing strong feelings
- 65% reported that they improved or maintained decreasing or abstaining from drugs and alcohol.

Wonder Women Wednesdays Drop-in:

Wonder Women Wednesdays (WWW) is our multi-agency support drop-in. During the reporting period 73 women accessed support via the WWW Drop-in.

Women can come to the drop-in for 'everything and anything'. This might include a cup of tea on the sofa, a chat, lunch, food donations or a shower. The drop in takes place every week, services within the Coventry Women's Partnership and beyond either attend on a rota or every week. There is no expectation that the women who come to WWW must access wider services.

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OBJECTIVES AND ACTIVITIES

If women do make a disclosure of abuse, violence, or exploitation or ask for support regarding a variety of issues, the services are there and available to them. The women don't need to fill in forms or wait for a response but can speak to people that they might already have built a relationship with. WWW creates a safer space in which moments that might transform a women's experience can happen. If a woman wants to be on a methadone prescription 'script', she might have the idea for months before she can follow through with it. In that time, she will have met and had conversations with the relevant worker. They have built up a relationship which then makes it easier for her to take that step. The drop-in feels like the women's space, a place where they feel comfortable and they know they will get the same consistent support from all the services in the partnership. Workers also enjoy being in the setting in which there are fewer hierarchies, everyone chats, laughs and cries together.

A quote from a woman who came to WWW for the first time who had been out walking the streets all night:

"I can't believe how nice it is here and how much you do for women. I really need the help."

Blossoms:

Our Blossoms group, delivered in partnership with a Specialist Midwife, supports women who are pregnant and/or have babies. The majority of the women who attend this group have children services involvement at either a Child In Need or Child Protection level. The women are supported to believe in their own capacity to be a nurturing and protective Mum. At Blossoms there is a strong focus on maternal health and wellbeing. Many of the women benefit from support from staff and each other regarding their fears and anxieties around social care involvement. Women are encouraged and supported to engage in care plans with the aim of improving outcomes for Mum and baby and preventing the baby from entering the care system. The group also helps women manage their expectations in terms of possible child removal and/or to cope with the experience of having their child removed.

17 women attended Blossoms during the reporting period.

Service Developments and Projects

Staff development was a key organisational priority following a restructure which was completed in May 2022.

As a result of the restructure we recruited a full-time Team Manager, dedicated to the management, supervision, wellbeing and development of all Support and Advocacy Practitioners. This helped ensure more consistent line management processes and expectations, and helped develop consistency in areas such as record keeping and safeguarding, as well as time management.

We created a new Specialist Justice Practitioner role. Having a dedicated full-time worker meant we were able to increase our prison in-reach, supporting more women than ever before. We successfully supported more women to complete their post-custodial supervision periods after years of cycling in and out of prison.

During March 2023, we transitioned the Specialist Housing Practitioner and Specialist Justice Practitioner to be line managed by the Team Manager. Prior to this they were managed by the Head of Service Delivery. This has further benefited the organisation, ensuring consistent support and supervision across all frontline practitioners and allowing the Head of Service Delivery to be more focused on the strategic development of services, internal processes, and partnerships.

The year provided time for the changes that arose from the restructure to embed, and frontline practices to be reviewed and improved. This aligned with one of the strategic priorities set out in our 2022-2025 strategy; that more women will be achieving transformational outcomes that last, as the Team Manager focused on supporting staff to deliver best practice for the women we support.

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OBJECTIVES AND ACTIVITIES

We maintained a strong focus on staff wellbeing, particularly as we continued to see an increased demand for our services, as well as women presenting with an increased complexity of unmet needs. We were able to have a team away day, with thanks to the Warwick Arts Centre. We enjoyed a visit around a thought provoking art exhibition and an afternoon 'Slow Stitch and Breathe' session. All the team felt the benefit of spending time away together, bonding, and thinking about our care of ourselves and each other.

As we continued to see an increased demand, we reviewed ways we can increase capacity within the organisation. In particular, we looked at how we can develop our Volunteer Programme and resources. Our volunteers already do incredible work supporting our daytime and evening drop-in, as well as our groups. We developed and trialed a Volunteer Support Worker role, for volunteers to gain experience delivering 1-2-1 support to women by assisting Practitioners in their roles. The Volunteer Support Worker role was designed to support with practical tasks such as taking women to appointments, organising food bank drop-offs, and making calls on behalf of the women. This in turn helps our Practitioners as it frees up their time to do more specialist, focused work. We expect to build on the success of this trial through increasing our cohort of Volunteer Support Workers in the next financial year.

We also developed a Peer Mentoring Programme. This was based on feedback received from the women we support. They shared that once they were in a more 'stable' position, they wanted to do more with their time, but didn't feel they had the confidence or experience to go on to do a course or volunteer somewhere new. Often the women asked if they could do some form of volunteering with us whilst still accessing support. The Peer Mentoring Programme is an opportunity for women we support to become more involved in leading groups, befriending women who are at the start of their journey and in return receive training, support, and development. This will build their confidence to go on to do other courses and volunteering.

In line with Kairos's strategic objective to become best practice leaders, we were extremely proud when the 3-year evaluation of our Feeling Safe service was completed by researchers from Coventry and Nottingham Trent Universities. The report uses data generated throughout the evaluation process, including Kairos monitoring data, observational data, interviews with key partners and stakeholders, Kairos team members and young women accessing the Feeling Safe service. A series of workshops were held with young women to find out how they experienced the service provided. The evaluation concluded with a summary and reflection, which included learning points and recommendations for the future direction of the Feeling Safe service.

The evaluation provided us with independent research into issues of transition into adulthood for young women at risk of or subject to exploitation in Coventry, including transition between services with a remit for supporting children and those with a remit for supporting adults, alongside evaluation of Kairos's delivery of the Feeling Safe service.

The researchers concluded that the Feeling Safe service is effective and commented:

"What is of note, arising from all data, is the way in which the challenges that women are facing overlap and intertwine - child sexual abuse, sexual exploitation, coercion, domestic abuse, lack of appropriate housing, mental health issues, neurodiversity, disability, learning disability, being a care-leaver, experiencing child removal or child protection processes, substance misuse. The women see Kairos as different to all other services offered in Coventry and recognise that the support they offer is unique and is not siloed around single issues or time-bound to a number of weeks."

One young woman reported about Feeling Safe:

"My worker is helping me sort my life out. She gets me and doesn't judge me. I feel like she understands why it is so hard to get out of my situation. She's patient. She doesn't put too much pressure on me and lets me go at my own pace. There's even been times when I've gone AWOL and she checked in on me until I was ready to come back. She didn't close the door on me. She isn't like other workers I've had, who were always trying to get me to do things they way they wanted me to. She encourages me to never give up trying."

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In January 2023, in partnership with the researchers, we delivered a launch event at the Herbert Art Gallery in Coventry. The event presented the key findings and invited discussion from those that attended around some of the recommendations in the report. It was well attended by Childrens Services, Change Grow Live, the Violence Reduction Partnership, as well as other key organisations in Coventry. The young women had the opportunity to share their experiences of being involved in the service and used their lived experiences to highlight some of the key research findings.

As a result of the launch of the Feeling Safe evaluation we delivered training to Coventry Children's Services Horizon Team and the Transitions Team, as well as Nurses and Safeguarding leads. This was delivered with some of the young women who participated in the research. Following the delivery of this training, one of the young women said:

"It was just another amazing experience that gave me the voice that I've never had, to be finally listened to...to be understood and for my past to be used as a positive instead of a negative! There are days where I feel like what I went through will never be justified or understood, but thanks to Kairos and the lovely women who are trying to make things better and change the world, I honestly felt like there was a reason and I can be the reason for change.. a change for all the bad in the world....It was such a wonderful eye opening experience and it means the world that we are trying to fight for the best, trying to fight for the change that we need in the world"

The evaluation identified opportunities for more joined up working and clearer referral pathways between statutory children's social care and youth justice services and Kairos. As a result, we initiated discussions with these services and plan to lower our referral/intake age to 16 to facilitate seamless transitions between services.

In addition, under our strategic objective of being leaders in best practice, our Specialist Housing Practitioner completed the RSVP Train the Trainer course on 'Violence Against Women and Girls: the Causes and Consequences of Women's Homelessness'. She subsequently delivered this twice to professionals from a variety of services from across the city and received excellent feedback:

"Everyone needs to attend this training, from front line to managers. Really informative training. Loved the open discussion around topics ."

In line with our strategic objective to advocate on a local, regional and national level, we were thrilled that 3 of the young women supported by the Feeling Safe service had the opportunity to attend Parliament. These young women were part of a piece of research about the barriers young women and girls face when accessing services and support, carried out by an organization called Agenda Alliance. Once the research had been completed and published, Agenda Alliance organised a meeting with Ministers at Westminster to share the findings of the research. Three of the young women from Kairos who contributed were supported to attend. They each made a speech, sharing their lived experience and what they would like to see improved for other young women so that they do not have the same experiences. The women fed back that they found this experience incredibly empowering.

As part of Kairos's continued involvement in the Coventry Women's Partnership, we were involved in an evaluation led by Renaisi, a social enterprise which works to tackle the root causes of social and economic inequality and drive social change. This was a great opportunity to reflect on the benefits of being part of a women's Partnership, not only for the women we support but also for us an organisation, developing our partnership working to improve outcomes for the women of Coventry.

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OBJECTIVES AND ACTIVITIES

Kairos was also pleased to be involved in a Local Legal Needs research project led by the Warwick University and Central England Law Centre. This project examined what legal issues vulnerable communities face and how they access support. The aim is to improve access to legal support and support organisations, such as Kairos, to identify legal needs earlier and to be able to signpost for legal support. Involvement in this project included interviews with the women we support as well as the staff team. The project also provided a series of training sessions for staff, based on the feedback provided through the interviews which staff expressed they found useful.

Kairos had an exciting year in terms of new projects.

In partnership with Feeding Coventry and the Herbert Art Gallery, were successful in securing funding from the West Midlands Combined Authority to regenerate outside spaces. Kairos, based within St. Margaret's Church in the Ball Hill area of Coventry, has access to a small outside area. This was originally an overgrown courtyard with large trees and lots of rubbish. With the help of the team, Good Gymf (a local running group that supports charity work), and the women we support, we have transformed the outside area. There are now fruit and vegetable planters, which are used to grow fruits and plants that are picked and prepared by the women we support in meals for our group sessions. We have an outside group seating area and a summer house for one to one sessions or quiet reflection time. The garden is used by staff, visitors, and the women we support as a therapeutic and sensory space, to support wellbeing and reflection.

Kairos was privileged in being selected to be part of AVA's In Safe Hand's project, which focused on developing a Trauma Informed Practice framework and training. We were one of 5 organisations to be chosen to be part of this project, which included a review of our current Trauma Informed Practice approach. We were interviewed by 'Experts by Experience' who then provided a report on how we could improve as an organisation. We were also part of trialing a Trauma Informed Practice e-learning and participated in focus groups and workshops which all fed in to the development of the Trauma Informed Practice framework.

We were successful in securing Safer Streets funds from the West Midlands Police and Crime Commission to lead on delivering and creating safety packs for 6 organisations across the West Midlands supporting women affected by violence, exploitation or abuse. These packs included a smart phone, a SIM card with pre-loaded data, condoms, toiletries and other essential items. We were privileged to have the Victims Commissioner Nicky Brennan join in putting the packs together. These packs have been distributed to women who present in crisis, feeling domestic abuse or exploitation and need a safe way to stay in touch with services.

Kairos held another successful Christmas celebration. With thanks to the Newfield Trust who provided a grant to help fund our Christmas activities and the generous support of the local community, all women were able to have a hot Christmas meal at a Christmas celebration and leave with a gift to keep them warm over the cold winter weeks. This is such an important part of what we offer to women at what is often a very difficult time. Over Christmas, the women we support are often separated from their families, they may be homeless or living in poverty. We offer the women the opportunity to come together, somewhere warm, where they can have a full Christmas dinner, with community and go away with a gift to keep them warm and make them feel special. This is often the highlight of Christmas for many of the women and well known as the 'Kairos Christmas'.

Comments from women that we support:

"Thank you for not giving up on me... I'm stress free and safe... I love it here". -from a woman who was supported to flee domestic abuse.

"Thank you for support yesterday. It meant a lot. The support I'm getting is bigger and I'm starting to see that not everyone is against me". -from a woman that was supported to hospital.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

OBJECTIVES AND ACTIVITIES

"Thank you so much for supporting with my PIP application. I have now got PIP and I can take my son on his first holiday, things are really on the up". -from a woman we supported who is no longer subject to sexual exploitation or using illegal drugs as a coping mechanism.

"Thank you so so so much for today, its been amazing again, so therapeutic. (Practitioner) you're making me want to get out and meet new people so thank you".- from a woman who attended one of our wellbeing sessions.

"I have never had such a level of support before and I am really appreciative, as previously I have been apprehensive to ask for support. For the first time ever, I am no longer afraid to ask for support as I know my concerns and voice will be acknowledged. I am now more organised, better able to cope without becoming overwhelmed. Kairos has done a wonderful job supporting me. Ultimately, that Kairos has supported me in moving forward."- from a woman accessing 1-2-1 support.

"I love my support worker. She's the only one I can really talk to. She's such a good worker and I'm not just saying that. She goes above and beyond. She really does go all out for me."- from a woman accessing 1-2-1 support.

"Kairos saved my life. I wouldn't be here today if it weren't for all of you."- from a woman who has accessed long term support from Kairos.

"Thank you and Kairos for always being there right from the beginning when I started to want to get my life together. I wouldn't of got here without you. You helped me with and through everything. Support on the street, until you helped me into supported accommodation and now I've been a year in my own place. You have just helped me with everything, my daughter, and making sure I had everything I needed before she came into the world.....helped me sort all my benefits out. Helped me get a little job and get on courses. Always there if I just want to call and talk, and even chatted with my partner and pointed him in directions when he needed help. Everything in my life right now, with my partner and beautiful girl, I got with the help and support of Kairos. There are no words for how thankful I am that Kairos was there when I needed you."- support from a woman who was sleeping in a doorway and selling sex to survive when she first accessed Kairos

Comment from a professional:

"Working alongside the team at Kairos has been so beneficial to women we both support. The staff build up such a close rapport with clients because they are able to work flexibly and outside of the typical appointment style offer. They are patient while clients take time to build up faith and trust in them. They don't judge and I think because they are able to support a woman with a variety of issues at the same time, in the same place, it means the women are able to gradually become more engaged in support. They provide emotional and practical support and are really great advocates."

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

OBJECTIVES AND ACTIVITIES

Public Benefit

The Trustees ensure the charity complies with Charity Commission guidance on public benefit. Kairos's main public benefit is for women living in Coventry and surrounding areas who are facing multiple disadvantage; those with multiple unmet needs, including women at risk of and subject to sexual exploitation. We empower women to increase their safety, stability, self-belief, and self-reliance to build lives free from abuse and exploitation. In cases where the women have children, by extension their children also benefit from our service.

Partnerships

Kairos continues to build and maintain many successful partnerships locally, regionally and nationally. The partnerships have helped strengthen referral pathways, service delivery, the outcomes we achieved with the women we support, as well as benefiting staff well-being and development.

Kairos continues to be part of Coventry Women's Partnership, alongside Foleshill Women's Training (FWT), Coventry Rape and Sexual Abuse Centre (CRASAC), Coventry Haven Women's Aid (CHWA) and Central England Law Centre (CELC). This partnership aims to increase social and economic outcomes for women, helping them to easily access multiple services and move smoothly between agencies. The partnership is being evaluated by Renaisi, a social enterprise which conducts research in to social and economic injustice to drive social change. The research has explored the trauma informed and women-centred approach of the partnership.

Kairos continues to work alongside Turnaround West Midlands CIC and Embrace Warwickshire, who provide services in the city supporting women and men involved in prostitution, including the provision evening street based outreach on alternative days/evenings of the week.

Our WWW drop-in has been supported by partners of the Coventry Women's Partnership, we have a member of FWT, CRASAC and CHWA join the drop-in. In addition, Change Grow Live (CGL), the local substance misuse service, attend on a weekly basis, so that women can be referred into their service or receive ongoing support in the safe and trusted environment of our Women's Hub. Having all of these services attending WWW drop-in provides a one-stop-shop for women to access support from other services and reduces barriers to accessing support. This may start as an informal chat, and when comfortable the woman will go on to access wider support.

We developed a partnership with Coventry City Council's Community Resilience Team, who administer the household support fund for fuel. Many of the women we support faced many barriers to accessing the fund, it often took too long, in which time the crisis had passed or the women's contact details had changed and it couldn't be administered. To overcome these barriers, we set up an agreement with the Community Resilience Team to fast track applications that were made by women accessing our WWW drop-in and were in need of immediate assistance with fuel vouchers. This has been of great benefit to many of the women we support.

Kairos set up a partnership with Coventry's Integrated Sexual Health (ISH) service, to be able to administer sexually-transmitted infections testing kits, which the women can carry out themselves which are then sent off to be analysed. This has reduced the need for women to have an appointment at ISH to access an STI test and increased the number of women taking up the offer of an STI test.

Our Blossoms group continues to be delivered in partnership with a Specialist Substance Misuse Midwife, who attends weekly to deliver education sessions or verify out her ante-natal appointments at our Women's Hub. As part of the work delivered by Blossoms, Kairos has built its relationship with Coventry City Council's Children's Services. Blossoms has been recognised as a positive intervention for women who are pregnant and have 'social and health services involvement.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

OBJECTIVES AND ACTIVITIES

We have continued to fund our partnership with Valley House, for women to have immediate access to counselling. Women accessing the counselling first have an initial meeting with the Counselling Coordinator before being matched with a counsellor. Women can access counselling for 6 months, and if there is availability, longer if needed.

Kairos continues to grow its working relationship with Coventry City Council's Housing and homelessness team, as well as commissioned and local housing providers and associations, such as P3, Citizen and Midland Heart.

Kairos has partnered with HSBC's No Fixed Abode Bank Account scheme, giving women who don't have a fixed address or proof of ID access to bank account.

We contribute to a number of local and regional forums including: Sex Workers Assistance Network, Regional Sex Worker Forum, Vulnerable Persons Forum, Rough Sleepers Forum, MARAC, and Hillfields Network.

We continue to value strong links with local churches whose premises were hired for our services during the reporting year:

- All Saints / St Margaret's Church
- St Mary's & St Benedict's RC Church

Kairos has joined the Neighbourly association to link in with local supermarkets who donate food, this has become vital, particularly as we see the increasing impact of the cost of living crisis. We are thankful to Aldi and Morrisons for their continued support and donations.

The charity is grateful to all members of the community and community groups who support our work both financially and in kind, through donations of food, clothing, and toiletries.

Volunteers

Kairos are privileged to have a dedicated team of volunteers who assist us with all aspects of service delivery. This has expanded as our services have expanded to meet the ever increasing demand for our services and the increasing complexity of need. The running of our groups, drop-in and day to day support could not continue at its current level without the dedication and hard work of its volunteers, for which we are very grateful.

For the period of 1st April 2022 to 31st March 2023 we had a team of 19 volunteers who supported our work.

Our volunteer roles included supporting Outreach and Drop-in, setting up drop-in, providing food, making drinks and speaking to women; supporting Blossoms, setting up group, making lunch, leading activities and discussions; supporting Queen Bees, leading activities and awareness raising sessions; supporting WWW drop-in, making drinks and food, speaking to the women and linking them in with the professionals that attend. In addition, we developed and trialled a new Volunteer Support Worker role.

We made the decision to recruit a Volunteer Manager for the first time. The aim of this role is to have a dedicated manager developing and delivering a bespoke and more effective volunteer programme. The programme will include the development of new volunteer roles and regular recruitment drives, a thorough induction and training plan for new volunteers, ongoing supervision and development of existing volunteers, as well as social events and appreciation events. We want all our volunteers to feel supported, valued and invested in. We hope that many more of our volunteers will go on to take up employment opportunities with us when they arise. We also want to see more women with lived experience coming forward to volunteer with us, in line with our strategic objective to centre women with lived experience in all that we do.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

FINANCIAL REVIEW

Financial position

Kairos is pleased to report that the Charity had sufficient financial resources and funding to enable it to meet the planned objectives and retain services during the 2022/2023 financial year. Going into the 2023/2024 financial year, we remain in a stable financial position.

Principal funding sources

Alan Edward Higgs	AVA In Safe Hands
Albert Hunt	Coventry Churches Municipal Charity
Brook Trust	Community Resilience Grant
Dumbreck Charity	Eveson Trust
Garfield Western	George Henry Collins
Grantham York	Heart of England
Henry Smith Trust	Hillcote Trust
Leigh Trust	Lloyds
Michael Marsh Charitable Trust	Ministry of Justice
Norton Foundation	Passionists Grant
Pat Newman Memorial Trust	PCC Victims Fund
ROSA	Smallwood Trust
Souter Foundation	The Cole Charitable Trust
The National Lottery	The Newfield Trust
The Sheldon Trust	Tudor Trust
WMCA	

Thanks also to

All our individual supporters, groups, and organisations who donated to Kairos, whether through one-off or regular gifts and/or time. Special thanks to the women who allow us to journey alongside them.

Reserves policy

The charity will aim to keep between three and six months' core running costs in unrestricted reserves at all times. This is to ensure the Charity is able to meet all of its legal obligations should all funding be withdrawn. The unrestricted reserves at 31 March 2023 totalled £198,802 and are sufficient to meet this target unrestricted reserve level.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is guided by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Kairos Women Working Together was an Unincorporated Association registered with the Charities Commission from September 2002 until September 2010.

Kairos Women Working Together was incorporated as a company limited by guarantee (07254667) in England and Wales in May 2010. It was registered as a Charity (1136695) in June 2010 .

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment, appointment, induction and training of Trustees

Trustees are recruited through open recruitment on the Reach Volunteering website and via social media. They are interviewed, go through DBS and reference checks, and are invited to observe a Board Meeting prior to being formally appointed. Trustees receive an induction to introduce them to the organisation and the responsibilities of their role.

Trustees bring a variety of skills and experience including accountancy, legal, HR, governance, strategic leadership, change management, and more. All our Trustees receive safeguarding training and have the opportunity to access external training.

All Trustees give their time voluntarily and receive no private benefit from the charity; neither do parties related to them receive any benefit from any transactions undertaken by the charity.

Organisational structure

The Trustees form a Board which includes the following officers: Chair, Secretary, and Treasurer. It meets every two months. The Board has overall responsibility for strategic planning, policy formulation, approval and monitoring of programmes and services, finance, risk management, staff and volunteers, and premises.

The Articles of Association require that the number of Trustees shall not be less than three. At the end of March 2023, there were 8 Trustees. The Trustees are also Directors of the company.

The CEO works closely with the Trustees, attending the bi-monthly Board meetings. The CEO and Chair have fortnightly contact to discuss strategic or pressing issues. The CEO and Treasurer have contact on at least a monthly basis to monitor budgets and the overall financial situation.

Kairos staff work with the CEO to develop and deliver good practice in line with policies. Staff line management and case management meetings take place monthly. Individual clinical supervision is provided monthly for staff by independent supervisors. As of March 2023 we had the following paid roles in place:

CEO (1 FTE)
Head of Service Delivery (1 FTE)
Team Manager (1 FTE)
Specialist Housing Practitioner (1 FTE)
Specialist Justice Practitioner (1 FTE)
Support and Advocacy Practitioner (3.2 FTE)

Decision making

The Chair of Trustees as of 31 March 2023 was Abbee McLatchie. She is also the Safeguarding Lead for the Board.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Board reviewed major strategic, financial, and operational risks throughout the year.

The significant risks that Kairos faced during the reporting period include:

- Impact of the cost-of-living crisis: The cost-of-living crisis severely impacted the women we support, sending them further in to poverty and at further risk of sexual exploitation. Other services reported that they were at capacity and the women we supported were sometimes unable to get their needs met by other services. This meant an increased demand on our service. We saw more women through our evening outreach and drop-in. We experienced a decrease in the number of donations we received of essential items such as toiletries or clothes from the general public and a significant fall in donations, such as towards our Christmas campaign. Yet more women were asking for essential items, particularly as other services such as local food banks announced that they were in crisis and had to limit their distribution.

- Staff Wellbeing continued to be a risk: staff were not only dealing with the impact of the cost-of-living crisis in their professional lives, dealing with increased demand for the service, they were also dealing with the impact of the cost of living in their personal lives too. This placed additional strains on our workforce. This risk has been mitigated by ensuring that all staff receive clinical supervision on a monthly basis, a staff 'wellbeing hour', and an employee assistance programme (EAP) with access to additional counselling sessions.

- Safeguarding: Kairos staff dealt with a high number of safeguarding issues and concerns on a regular basis. There was an increase in the number of referrals to and attendances at MARAC. To reduce the risks associated with safeguarding, we continued to have robust recording and reporting procedures. We continued with a weekly Safeguarding meeting between senior members of the team.

- Kairos premises: Kairos has been based at St. Margaret's church since 2020, however the space no longer meets the needs of the organisation as we continue to grow. Continued heating issues put the charity at risk of not being able to carry out its aims or provide a safe working environment. As a matter of urgency, Kairos is seeking new premises.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07254667 (England and Wales)

Registered Charity number

1136695

Registered office

All Saints Church: St Margaret's
50 Walsgrave Road
(Entrance on Argyll Street)
Coventry
CV2 4EB

Trustees

Ms A McLatchie
Ms E Baria Bailey
Ms B Foster (resigned 2.8.22)
Ms S Mathur (resigned 11.8.23)
Dr L K Rackliff
Ms M J Rothwell-McHugh
Ms M M Peck (appointed 10.10.22)
Ms D H Alwan (appointed 12.12.22)
Ms A C Lockhart (appointed 12.12.22)

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Company Secretary

Ms D H Alwan

Independent Examiner

Christopher John Irvine
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

Bankers

CAF Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 18 December 2023 and signed on its behalf by:



Ms A McLatchie - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
KAIROS WOMEN WORKING TOGETHER

Independent examiner's report to the trustees of Kairos Women Working Together ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christopher John Irvine
The Association of Chartered Certified Accountants



Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

18 December 2023

KAIROS WOMEN WORKING TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants and donations		157,776	315,173	472,949	361,522
Investment income	3	770	-	770	13
Total		<u>158,546</u>	<u>315,173</u>	<u>473,719</u>	<u>361,535</u>
EXPENDITURE ON					
Charitable activities		42,046	380,399	422,445	384,405
NET INCOME/(EXPENDITURE)		116,500	(65,226)	51,274	(22,870)
RECONCILIATION OF FUNDS					
Total funds brought forward		82,607	120,930	203,537	226,407
TOTAL FUNDS CARRIED FORWARD		<u>199,107</u>	<u>55,704</u>	<u>254,811</u>	<u>203,537</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	8	1,233	-	1,233	2,298
CURRENT ASSETS					
Debtors	9	222	-	222	1,764
Cash at bank and in hand		205,832	72,234	278,066	209,816
		<u>206,054</u>	<u>72,234</u>	<u>278,288</u>	<u>211,580</u>
CREDITORS					
Amounts falling due within one year	10	(8,180)	(16,530)	(24,710)	(10,341)
		<u>197,874</u>	<u>55,704</u>	<u>253,578</u>	<u>201,239</u>
NET CURRENT ASSETS					
		<u>199,107</u>	<u>55,704</u>	<u>254,811</u>	<u>203,537</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>199,107</u>	<u>55,704</u>	<u>254,811</u>	<u>203,537</u>
NET ASSETS		<u>199,107</u>	<u>55,704</u>	<u>254,811</u>	<u>203,537</u>
FUNDS	11				
Unrestricted funds				199,107	82,607
Restricted funds				55,704	120,930
TOTAL FUNDS				<u>254,811</u>	<u>203,537</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET - continued

31 MARCH 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 18 December 2023 and were signed on its behalf by:

A handwritten signature in black ink, appearing to be 'A McLatchie', written in a cursive style.

A McLatchie - Trustee

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2023**

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, registered in England and Wales as defined by the Companies Act 2006

The presentation currency of the financial statements is the Pound Sterling (£)

2. ACCOUNTING POLICIES

Basis of preparing the financial statements - going concern basis

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. They are included at the cost to the donor as income and within the appropriate expenditure heading.

The charity will account for any grant income on a matching basis against the appropriate cost in the appropriate period. Grants towards capital expenditure are written off to income over the same period over which the asset is depreciated.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

2. ACCOUNTING POLICIES - continued

Fund accounting

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. the aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

Debtors

Debtors are recognised at the settlement amount due

Creditors

Creditors 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 are normally recognised at their settlement amount.

3. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	770	13
	<u>770</u>	<u>13</u>

4. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Depreciation - owned assets	1,857	1,593
Independent examination	1,000	1,000
	<u>1,857</u>	<u>1,593</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the period ended 31 March 2022.

Trustees' expenses

During the year total expenses of £0 (2022: £0) were reimbursed to the Trustees.

6. STAFF COSTS

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

	2023	2022
CEO	1	1
Service Delivery	1	1
Team Manager	1	1
Specialist Housing Practitioner	1	1
Specialist Justice Practitioner	1	1
Support and Advocacy Practitioner	4	4
Finance and Admin Officer	1	1
	<u>10</u>	<u>10</u>

Staff costs were as follows:

	2023 £	2022 £
Salaries	250,255	258,803
Social security	23,436	19,758
Pension contributions	5,522	5,315
	<u>279,213</u>	<u>283,876</u>

No employee received emoluments of more than £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Grants and donations	12,719	348,803	361,522
Investment income	13	-	13
Total	<u>12,732</u>	<u>348,803</u>	<u>361,535</u>
EXPENDITURE ON			
Charitable activities	32,023	352,382	384,405
NET INCOME/(EXPENDITURE)	(19,291)	(3,579)	(22,870)

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued			
	Unrestricted fund £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	101,898	124,509	226,407
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>82,607</u>	<u>120,930</u>	<u>203,537</u>
8. TANGIBLE FIXED ASSETS			Fixtures and fittings £
COST			
At 1 April 2022			12,155
Additions			792
Disposals			(7,375)
			<hr/>
At 31 March 2023			5,572
DEPRECIATION			
At 1 April 2022			9,857
Charge for year			1,857
Eliminated on disposal			(7,375)
			<hr/>
At 31 March 2023			4,339
NET BOOK VALUE			
At 31 March 2023			<u>1,233</u>
At 31 March 2022			<u>2,298</u>
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		2023	2022
		£	£
Other debtors		-	200
Prepayments		222	1,564
		<hr/>	<hr/>
		<u>222</u>	<u>1,764</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Social security and other taxes	4,923	6,346
Other creditors	5,190	2,179
Net wages	853	168
Pensions	-	147
Accruals and deferred income	13,744	1,501
	<u>24,710</u>	<u>10,341</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	82,607	116,500	(22,000)	177,107
Designated property fund	-	-	22,000	22,000
	<hr/>	<hr/>	<hr/>	<hr/>
	82,607	116,500	-	199,107
Restricted funds				
National Lottery	20,936	(18,239)	-	2,697
William A Cadbury Charitable Trust	8,955	(8,955)	-	-
Grantham York Trust	-	5,000	-	5,000
The Norton Foundation	-	5,000	-	5,000
Coventry City Council	-	1,998	-	1,998
George Henry Collins Charitable Trust	-	868	-	868
Smallwood Trust	11,309	(2,683)	-	8,626
Newfield Trust Clothing	4,127	(1,458)	-	2,669
Leigh Trust	-	2,854	-	2,854
St Martin in the Fields	567	-	-	567
Tudor Trust	2,430	(430)	-	2,000
Trusthouse	18,034	(18,034)	-	-
Noel Buxton Trust	3,000	(3,000)	-	-
Eveson Trust	350	(350)	-	-
Henry Smith	16,212	(16,092)	-	120
Severn Trent - COVID	565	(565)	-	-
Homeless Link - COVID	509	(509)	-	-
Service User Grants	121	(121)	-	-
ROSA Thrive Smallwood	30,060	(30,060)	-	-
Charles Hayward Foundation	2,755	(2,755)	-	-
Screwfix Foundation	1,000	(1,000)	-	-
Alan Edward Higgs	-	10,000	-	10,000
AVA In Safe Hands	-	1,651	-	1,651
Heart Of England	-	480	-	480
Heart Of England- Redecorating	-	845	-	845
Ministry of Justice Pot 1	-	(9,863)	-	(9,863)
Ministry of Justice pot 2	-	(6,667)	-	(6,667)
National Grid Local Giving (Communities Matter) Fund	-	9,434	-	9,434
Newfield Trust - Xmas	-	663	-	663
ROSA Stand With Us - Overheads	-	3,750	-	3,750
ROSA Stand With Us- Fundraising	-	11,341	-	11,341
WMPCC - Safety Packs	-	59	-	59
WMCA- Garden	-	1,612	-	1,612
	<hr/>	<hr/>	<hr/>	<hr/>
	120,930	(65,226)	-	55,704
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	203,537	51,274	-	254,811

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	158,546	(42,046)	116,500
Restricted funds			
National Lottery	78,580	(96,819)	(18,239)
William A Cadbury Charitable Trust	-	(8,955)	(8,955)
Grantham York Trust	5,000	-	5,000
The Michael Marsh Charitable Trust	5,000	(5,000)	-
The Norton Foundation	5,000	-	5,000
Coventry City Council	1,998	-	1,998
George Henry Collins Charitable Trust	1,000	(132)	868
Smallwood Trust	37,040	(39,723)	(2,683)
Newfield Trust Clothing	-	(1,458)	(1,458)
Leigh Trust	3,000	(146)	2,854
Tudor Trust	-	(430)	(430)
Trusthouse	-	(18,034)	(18,034)
Noel Buxton Trust	-	(3,000)	(3,000)
Eveson Trust	-	(350)	(350)
Henry Smith	20,000	(36,092)	(16,092)
Severn Trent - COVID	-	(565)	(565)
Homeless Link - COVID	18,850	(19,359)	(509)
Service User Grants	3,532	(3,653)	(121)
ROSA Thrive Smallwood	-	(30,060)	(30,060)
Charles Hayward Foundation	-	(2,755)	(2,755)
Screwfix Foundation	-	(1,000)	(1,000)
Alan Edward Higgs	10,000	-	10,000
Albert Hunt Trust	5,000	(5,000)	-
AVA In Safe Hands	20,000	(18,349)	1,651
Dumbreck	500	(500)	-
Heart Of England	5,000	(4,520)	480
Heart Of England- Redecorating	1,000	(155)	845
Ministry of Justice Pot 1	-	(9,863)	(9,863)
Ministry of Justice pot 2	-	(6,667)	(6,667)
National Grid Local Giving (Communities Matter) Fund	9,400	34	9,434
Newfield Trust - Xmas	1,398	(735)	663
ROSA Stand With Us - Overheads	3,750	-	3,750
ROSA Stand With Us- Fundraising	21,250	(9,909)	11,341
Tudor Trust- Staff Wellbeing	2,000	(2,000)	-
WMPCC - Safety Packs	54,875	(54,816)	59
WMCA- Garden	2,000	(388)	1,612
	<hr/>	<hr/>	<hr/>
	315,173	(380,399)	(65,226)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	473,719	(422,445)	51,274
	<hr/>	<hr/>	<hr/>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	101,898	(19,291)	82,607
Restricted funds			
National Lottery	28,366	(7,430)	20,936
Lloyds Bank Foundation	5,527	(5,527)	-
29th May 1961 Charitable Trust	897	(897)	-
William A Cadbury Charitable Trust	-	8,955	8,955
Smallwood Trust	11,640	(331)	11,309
Newfield Trust Clothing	-	4,127	4,127
St Martin in the Fields	-	567	567
Tudor Trust	16,929	(14,499)	2,430
Trusthouse	11,490	6,544	18,034
Passionist Grant	6,000	(6,000)	-
Noel Buxton Trust	-	3,000	3,000
Eveson Trust	584	(234)	350
Henry Smith	14,422	1,790	16,212
Homeless Link	17,861	(17,861)	-
Severn Trent - COVID	1,152	(587)	565
Homeless Link - COVID	916	(407)	509
West Midlands Police Commissioner	(5,000)	5,000	-
The Brook Trust	15,000	(15,000)	-
Mogan & Mogan	400	(400)	-
Service User Grants	(838)	959	121
Vanny Campers	120	(120)	-
Hilden Charitable Fund	(957)	957	-
ROSA Thrive Smallwood	-	30,060	30,060
Charles Hayward Foundation	-	2,755	2,755
Screwfix Foundation	-	1,000	1,000
	<hr/>	<hr/>	<hr/>
	124,509	(3,579)	120,930
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	226,407	(22,870)	203,537
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,732	(32,023)	(19,291)
Restricted funds			
National Lottery	97,492	(104,922)	(7,430)
Lloyds Bank Foundation	-	(5,527)	(5,527)
29th May 1961 Charitable Trust	5,000	(5,897)	(897)
William A Cadbury Charitable Trust	10,000	(1,045)	8,955
Smallwood Trust	39,011	(39,342)	(331)
Newfield Trust Clothing	4,700	(573)	4,127
Coventry General Charity	7,000	(7,000)	-
St Martin in the Fields	567	-	567
Tudor Trust	25,000	(39,499)	(14,499)
Trusthouse	20,000	(13,456)	6,544
Passionist Grant	-	(6,000)	(6,000)
Noel Buxton Trust	3,000	-	3,000
Eveson Trust	7,500	(7,734)	(234)
Henry Smith	40,000	(38,210)	1,790
Homeless Link	-	(17,861)	(17,861)
Severn Trent - COVID	-	(587)	(587)
Homeless Link - COVID	-	(407)	(407)
Hilcote Trust	5,000	(5,000)	-
West Midlands Police Commissioner	5,000	-	5,000
The Brook Trust	-	(15,000)	(15,000)
Mogan & Mogan	-	(400)	(400)
Service User Grants	6,269	(5,310)	959
Vanny Campers	-	(120)	(120)
Hilden Charitable Fund	5,000	(4,043)	957
ROSA Thrive Smallwood	50,000	(19,940)	30,060
ROSA Covid	3,264	(3,264)	-
Charles Hayward Foundation	7,000	(4,245)	2,755
Screwfix Foundation	1,000	-	1,000
Alan Edward Higgs	7,000	(7,000)	-
	<hr/>	<hr/>	<hr/>
	348,803	(352,382)	(3,579)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	361,535	(384,405)	(22,870)
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	101,898	97,209	(22,000)	177,107
Designated property fund	-	-	22,000	22,000
	<hr/>	<hr/>	<hr/>	<hr/>
	101,898	97,209	-	199,107
Restricted funds				
National Lottery	28,366	(25,669)	-	2,697
Lloyds Bank Foundation	5,527	(5,527)	-	-
29th May 1961 Charitable Trust	897	(897)	-	-
Grantham York Trust	-	5,000	-	5,000
The Norton Foundation	-	5,000	-	5,000
Coventry City Council	-	1,998	-	1,998
George Henry Collins Charitable Trust	-	868	-	868
Smallwood Trust	11,640	(3,014)	-	8,626
Newfield Trust Clothing	-	2,669	-	2,669
Leigh Trust	-	2,854	-	2,854
St Martin in the Fields	-	567	-	567
Tudor Trust	16,929	(14,929)	-	2,000
Trusthouse	11,490	(11,490)	-	-
Passionist Grant	6,000	(6,000)	-	-
Eveson Trust	584	(584)	-	-
Henry Smith	14,422	(14,302)	-	120
Homeless Link	17,861	(17,861)	-	-
Severn Trent - COVID	1,152	(1,152)	-	-
Homeless Link - COVID	916	(916)	-	-
West Midlands Police Commissioner	(5,000)	5,000	-	-
The Brook Trust	15,000	(15,000)	-	-
Mogan & Mogan	400	(400)	-	-
Service User Grants	(838)	838	-	-
Vanny Campers	120	(120)	-	-
Hilden Charitable Fund	(957)	957	-	-
Alan Edward Higgs	-	10,000	-	10,000
AVA In Safe Hands	-	1,651	-	1,651
Heart Of England	-	480	-	480
Heart Of England- Redecorating	-	845	-	845
Ministry of Justice Pot 1	-	(9,863)	-	(9,863)
Ministry of Justice pot 2	-	(6,667)	-	(6,667)
National Grid Local Giving (Communities Matter) Fund	-	9,434	-	9,434
Newfield Trust - Xmas	-	663	-	663
ROSA Stand With Us - Overheads	-	3,750	-	3,750
ROSA Stand With Us- Fundraising	-	11,341	-	11,341
WMPCC - Safety Packs	-	59	-	59
WMCA- Garden	-	1,612	-	1,612
	<hr/>	<hr/>	<hr/>	<hr/>
	124,509	(68,805)	-	55,704
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	226,407	28,404	-	254,811

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	171,278	(74,069)	97,209
Restricted funds			
National Lottery	176,072	(201,741)	(25,669)
Lloyds Bank Foundation	-	(5,527)	(5,527)
29th May 1961 Charitable Trust	5,000	(5,897)	(897)
William A Cadbury Charitable Trust	10,000	(10,000)	-
Grantham York Trust	5,000	-	5,000
The Michael Marsh Charitable Trust	5,000	(5,000)	-
The Norton Foundation	5,000	-	5,000
Coventry City Council	1,998	-	1,998
George Henry Collins Charitable Trust	1,000	(132)	868
Smallwood Trust	76,051	(79,065)	(3,014)
Newfield Trust Clothing	4,700	(2,031)	2,669
Leigh Trust	3,000	(146)	2,854
Coventry General Charity	7,000	(7,000)	-
St Martin in the Fields	567	-	567
Tudor Trust	25,000	(39,929)	(14,929)
Trusthouse	20,000	(31,490)	(11,490)
Passionist Grant	-	(6,000)	(6,000)
Noel Buxton Trust	3,000	(3,000)	-
Eveson Trust	7,500	(8,084)	(584)
Henry Smith	60,000	(74,302)	(14,302)
Homeless Link	-	(17,861)	(17,861)
Severn Trent - COVID	-	(1,152)	(1,152)
Homeless Link - COVID	18,850	(19,766)	(916)
Hilcote Trust	5,000	(5,000)	-
West Midlands Police Commissioner	5,000	-	5,000
The Brook Trust	-	(15,000)	(15,000)
Mogan & Mogan	-	(400)	(400)
Service User Grants	9,801	(8,963)	838
Vanny Campers	-	(120)	(120)
Hilden Charitable Fund	5,000	(4,043)	957
ROSA Thrive Smallwood	50,000	(50,000)	-
ROSA Covid	3,264	(3,264)	-
Charles Hayward Foundation	7,000	(7,000)	-
Screwfix Foundation	1,000	(1,000)	-
Alan Edward Higgs	17,000	(7,000)	10,000
Albert Hunt Trust	5,000	(5,000)	-
AVA In Safe Hands	20,000	(18,349)	1,651
Dumbreck	500	(500)	-
Heart Of England	5,000	(4,520)	480
Heart Of England- Redecorating	1,000	(155)	845
Ministry of Justice Pot 1	-	(9,863)	(9,863)
Ministry of Justice pot 2	-	(6,667)	(6,667)
National Grid Local Giving (Communities Matter) Fund	9,400	34	9,434
Newfield Trust - Xmas	1,398	(735)	663
ROSA Stand With Us - Overheads	3,750	-	3,750

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

ROSA Stand With Us- Fundraising	21,250	(9,909)	11,341
Tudor Trust- Staff Wellbeing	2,000	(2,000)	-
WMPCC - Safety Packs	54,875	(54,816)	59
WMCA- Garden	2,000	(388)	1,612
	<hr/>	<hr/>	<hr/>
	663,976	(732,781)	(68,805)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	835,254	(806,850)	28,404
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Restricted Funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

The above restricted funds have been donated for the following specific purposes:

29th May 1961 Charitable Trust	Feeling Safe Project
Amazon	A Home of Her Own project
The Brook Trust	Outreach and Drop-In
Coventry Church (Municipal) Charities	Outreach and Drop-In
Gowling WLG Charitable Trust	Outreach and Drop-In
Heart of England Community Foundation	Feeling Safe Project
Henry Smith Charity	Organisational Running Costs
Homeless Link	A Home of Her Own project
Homeless Link - COVID-19	
Homelessness Response Fund	Support Services during COVID
	Criminal Justice and Prison In-Reach and 1-2-1
Lloyds Bank Foundation	Support
Mogan & Mogan	Support to Outreach and Drop In
The National Lottery Community Fund	Feeling Safe Project
The National Lottery Community Fund	Support Services during Coronavirus
The Noel Buxton Trust	Criminal Justice and Prison In-reach
The Rhiannon Trust	Outreach and Drop-In
ROSA's COVID-19 Response Fund	Core Costs
The Smallwood Trust	Coventry Women's Partnership project
The Tudor Trust	Management Salaries
The Tudor Trust Staff Wellbeing Grant	For Kairos Staff Wellbeing
The Trusthouse Charitable Foundation	Support for Core Costs
Vanny Campers	Support Services during Coronavirus
West Midlands Police and Crime	
Commissioner	Outreach and Drop-in
Baron Davenport Charity	Grants for Service Users
Glasspool Charity Trust	Grants for Service Users
St Martins in the Fields	Grants for Service Users
Newfield Trust	Grants for Service Users
WE Dunn Charitable Trust	Grants for Service Users

Fund reconciliation

Unrestricted funds

Unrestricted funds are available for user at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for any other purpose.

Designated funds

designated funds are unrestricted funds that have been set aside by the trustees for particular purposes. the trustees have approved a transfer of £22,000 from general unrestricted funds to a designated fund for premises related costs.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Fund reconciliation - continued

Restricted funds

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for specific purposes. The costs of raising and administering such funds are charged against the specific fund.

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

13. ULTIMATE CONTROLLING PARTY

There is no controlling party.

KAIROS WOMEN WORKING TOGETHER

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Grants and donations		
Grants	472,949	361,522
Investment income		
Deposit account interest	770	13
Total incoming resources	473,719	361,535
EXPENDITURE		
Support costs		
Staff salaries and NI	279,213	283,876
Insurance	3,579	2,817
Telephone and internet	-	4,480
Postage and stationery	1,731	1,794
Printing	283	500
Travel and subsistence	3,166	3,873
Sessional costs	6,457	24,894
Recruitment	555	1,290
Training	795	8,758
IT maintenance	3,396	3,366
External supervision	2,011	3,899
Rent and room hire	12,961	13,157
Professional fees	3,448	4,271
Governance	913	1,180
Fundraising	21,930	7,576
Evaluation	3,726	13,585
Admin Costs	-	3,495
Communications	5,324	-
Office equipment & Hardware	4,004	-
Charges	152	-
Marketing	2,690	-
Refreshments	2,592	-
Clothing	1,519	-
Hygiene items	34	-
Other Supplies- SUs	55,627	-
Counselling for SUs	4,167	-
Volunteer costs	259	-
Other Supplies- running costs	56	-
Depreciation	1,857	1,594
	<hr/>	<hr/>
	422,445	384,405
	<hr/>	<hr/>
Total resources expended	422,445	384,405
	<hr/>	<hr/>
Net income/(expenditure)	51,274	(22,870)
	<hr/> <hr/>	<hr/> <hr/>

This page does not form part of the statutory financial statements

KAIROS WOMEN WORKING TOGETHER

England & Wales - Charity number 1136695

Accounts

REGISTERED COMPANY NUMBER: 07254667 (England and Wales)
REGISTERED CHARITY NUMBER: 1136695

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
FOR
KAIROS WOMEN WORKING TOGETHER

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

KAIROS WOMEN WORKING TOGETHER

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FOR THE YEAR ENDED 31 MARCH 2022

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KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Kairos Women Working Together is also known as KairosWWT.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

Aims and Objectives

Kairos WWT was originally established in 1999 to reach out to a group of women who were perceived to be marginalised and vulnerable; women involved in street-based prostitution in the 'red light area' of Coventry. Through street outreach, trusting relationships with the women formed. Over the past 23 years, our service offer developed in line with the women's needs and wishes. In recent years we have widened our reach, evolved our approach and expanded our service offer. We've adapted to a more competitive funding landscape and responded to the extreme challenges presented by the Covid-19 pandemic and impending economic crisis. We've managed ever increasing levels of demand, complexity of need, and new expectations related to professional knowledge, safeguarding, and risk management.

Kairos is an ancient Greek word meaning 'the right, critical, or opportune moment for the accomplishment of crucial action'. In Greek mythology, Kairos was the god of opportunity. We hold space for women, meeting them where they are at until the time is right for them to take action towards their goals. We provide options and create opportunities, supporting women to accomplish the change they want for their lives.

Our **vision** is a world where every woman matters, and all women live free from sexual exploitation.

Our **mission** is to empower women to increase their safety, stability, self-belief, and self-reliance, through the provision of emotional and practical support, advocacy, and awareness raising.

As a **values**-driven organisation, all of our work reflects our shared core values:

Compassion: We believe that women have the right to be respected and treated fairly. We act with humanity, listening with curiosity to come to an understanding of what is causing them difficulties or distress. We value them as unique individuals, and empathically seek to understand their priorities, needs, abilities, and aspirations.

Empowerment: We recognise that the women we support have a right to self-determination. Rather than 'rescue', we support women to develop self-belief and establish a sense of choice, control, and agency within their lives. We do not treat women as passive recipients of help and we maintain strong professional boundaries to ensure we facilitate independence.

Justice: We understand that women who face multiple disadvantage also face significant injustice in their lives. They are often ignored, silenced, or pushed to the margins. As passionate advocates, we ensure their voices are amplified and rights are upheld. We seek to positively challenge and influence policy and systems to improve outcomes for all women.

Who We Support

We support women at risk of or subject to sexual exploitation. This includes women actively involved in street-based prostitution, women involved in other forms of the sex industry, women seeking to exit and women who have exited the sex industry and require support to maintain this, young women who have been subjected to childhood sexual exploitation (CSE) and are at risk of further exploitation, and young women generally at risk of being sexually exploited. We also, more broadly, support women who face multiple disadvantage and have unmet needs.

Every woman we support has experienced trauma and struggles with the impact of this. The majority were subjected to at least one form of childhood abuse, including child sexual exploitation (CSE). For those involved in prostitution, most were exploited into it as teenagers, some as young as 14 years old. Around three-quarters grew up in care and many have never experienced a safe, loving relationship. Many have had children removed from their care. The vast majority are routinely and repeatedly subjected to at least one form of violence and abuse: sexual violence, domestic violence, and coercive control. The women are some of the most victimized in our community. It is no surprise that many turn to substance use as a coping strategy. Two thirds of the women have spent time in prison. All the women live in abject poverty, and most have no safe space to call home. The women face various barriers to accessing other services and when involved in multiple services at the same time, this can be overwhelming and particularly difficult to navigate.

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Typically (though not always), women with multiple unmet needs (aka 'multiple complex needs,' 'multiple disadvantage') are at greater risk of sexual exploitation/becoming involved in prostitution.

Risk factors may include (but are not limited to):

- History of complex trauma
- Poor mental health (often due to the impact of trauma)
- Subjected to childhood abuse, including Child Sexual Exploitation (CSE)
- Exploited into the commercial sex industry as a child
- Was a 'looked after child'
- Has had their own children removed into care
- Subject/ed to sexual and/or domestic violence
- Subject/ed to coercion. People (usually men) who coerce women into prostitution may employ intimidation, abuse, and violence. The coercion may be financial or through the provision of something needed (i.e. food, housing, drugs). It is a complex issue, and the perpetrator may not fit the 'pimp' stereotype. They may be a father, partner, house mate, friend, associate, or drug dealer.
- Limited support networks
- Involvement in the criminal justice system
- Employs coping strategies such as substance use, which can place financial demands on the woman and impact on her ability to make informed choices and give consent
- Precarious housing or homelessness
- Previous involvement in prostitution

The women we support are often considered 'too complex' or 'high risk' by mainstream statutory and voluntary services, who can struggle to reach and maintain engagement with them. The women have a multitude of needs that single issue services, with limited remits or resources, are unable to meet.

The Way We Work

Our approach is rooted in a critique of the sex industry as an institution, from a Violence Against Women and Girls (VAWG) perspective, and places no moralistic judgement on the women we support.

We're there for women in crisis, supporting them to increase their safety, reduce harm and ensure basic needs are met. We take time to build trusting relationships; persistence and flexibility are key. We recognise the need for women to move beyond entrenched cycles of crisis and harm. We support them to believe in their ability to achieve their goals and empower them to take the necessary steps along the way. We journey alongside them as they increase their stability and self-reliance. We fully recognise that such a journey is unique to each individual woman, is never linear, and needs to be long term.

Our approach is:

Woman-centred: Kairos WWT is run by women, for women. Women supported by Kairos WWT have been subjected to male violence and all are impacted by trauma. They tell us that the presence of males could act as a significant barrier to their engagement. Therefore, we provide women-only services and spaces.

Trauma Informed: We consider the effects of trauma in our interactions with women and in the design of our environment, approach, and services. We focus on women's strengths and are non-victim blaming. We advocate for a trauma-informed approach to supporting women at a local, regional, and national level.

Hopeful: We believe in the value and potential of every woman, and empower them to believe in themselves. We always hold hope for them, even when they might not want or feel ready for change. We will never give up on them. Our support enables them to reimagine their lives and we journey with them towards their goals.

Collaborative: We listen to the voices of women with 'lived experience'. They are actively involved in co-designing their support plans and co-producing service provision. We regularly consult with the women we support, so that their voice is influential at all levels of organisational decision making and beyond. We encourage and provide opportunities for peer leadership. We work in partnership with other organisations and are open to new opportunities for collaboration.

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Relational: Taking time to build trusting relationships with women is key to maintaining their ongoing engagement and optimising opportunities for empowerment. Our informal style involves patience, persistence, and flexibility. We uphold high levels of confidentiality and work hard to deliver what we say we will.

Holistic: Every woman is treated as a unique individual, with specific needs and ambitions. Services are designed to be long term and to enable women to address multiple issues in their lives, not just focus on one area, because their lives cannot be categorised into neat boxes.

Outcomes Focused: We want our support to be transformational, therefore we ensure our approaches and processes are working towards helping women move beyond crisis to achieve positive, life changing outcomes, that result in more women living free from sexual exploitation.

Evidence Based: Our approaches, processes and tools are informed by good practice evidence of what works best to achieve our aims. We effectively collect data, monitor outcomes, and evaluate our services to feed into a cycle of continuous improvement.

Reflective: We engage in reflective practice, intentionally taking time to consider how our values, biases, thoughts, feelings, and beliefs influence the decisions we make in the course of our work.

Our Impact

Put simply, we empower women to change their lives. Women typically start with us when they are in crisis and find it difficult to envision life beyond their day to day (or perhaps even hour to hour) existence in 'survival mode'. It takes time to build trust and it is understandable that women can cycle in and out of crisis several times at the beginning of and at times throughout their journey.

Maintaining a period of stability is a big achievement in itself. This is often the opportune time for women to experience hope about their future and to set some longer-term goals for themselves.

Women report that with our support they feel safer and have developed greater self-belief. They're more able to cope. Their family and intimate relationships have improved. Financial circumstances are better, and they are maintaining stable accommodation. Women tell us our support made all the difference in them addressing their substance use, being able to exit prostitution, or being able to keep their children in their care. Ultimately, we help women build fulfilled lives, free from sexual exploitation.

"Thank you and Kairos for always being there right from the beginning when I started to want to get my life together. I wouldn't of got here without you. You helped me with and through everything. Support on the street, until you helped me into supported accommodation and now I've been a year in my own place. You have just helped me with everything, my daughter, and making sure I had everything I needed before she came into the world...helped me sort all my benefits out. Helped me get a little job and get on courses. Always there if I just want to call and talk, and even chatted with my partner and pointed him in directions when he needed help. Everything in my life right now, with my partner and beautiful girl, I got with the help and support of Kairos. There are no words for how thankful I am that Kairos was there when I needed you."

*Service User

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OBJECTIVES AND ACTIVITIES

Significant activities

Kairos WWT has 4 main services:

Feeling Safe supports young women aged 18 - 25. Many have been subjected to Childhood Sexual Exploitation and some have transitioned from statutory and voluntary children's services. We support these young women with the transition to adulthood.

Aspire supports woman over the age of 25. Many are or have been actively involved in prostitution, typically street-based. Some cycle in and out, some want support to permanently exit, and some to maintain their exit.

A Home Of Her Own supports women who are at risk of or subject to sexual exploitation and are homeless, at risk of homelessness, face housing instability, or are currently in unsafe and/or unsuitable accommodation. Women are supported into and to maintain appropriate, safe housing.

Women's Justice supports women involved in the criminal justice system, including those serving sentences in the community or in custody, and those planning release or who've been released. Women in prison benefit from our prison in-reach.

Our **support offer** includes:

- Evening street-based outreach and drop-in
- Crisis intervention to address safety issues, reduce harm, and meet basic needs
- Support to report sexual violence; make 'Ugly Mug' reports, access the Sexual Assault Referral Centre (SARC), ISVA support, and/or to report directly to the police
- Support to access physical, mental, and sexual health services
- Support with benefits and financial management
- Long-term, 1-2-1 practical and emotional support to achieve identified goals
- Multi-agency case coordination and advocacy
- Support to navigate the criminal justice system and engage with the police, courts, probation, prison, and women's justice services.
- Housing and tenancy advice and advocacy, assistance with homelessness applications, support into and to maintain safe and suitable accommodation
- Wonder Women Wednesdays: a daytime multi-agency 'one stop' support drop-in, providing access to a safe space, hot meal, shower, housing support, IDVA, ISVA, and substance use support, legal advice, a counsellor, and support staff from other partner organisations
- Queen Bees: a semi-structured group for Feeling Safe participants focussed on young women's right to feel safe, through exploration of issues such as rights, consent, coercion
- Blossoms: a peer support and ante/post-natal group for women across our services who are pregnant or have recently had a baby, many of who have experienced and/or are facing child removal. Delivered in partnership with a Specialist Midwife, the focus is on maternal health and wellbeing, positive engagement with social care, and improved outcomes for children.
- Warrior: a semi-structured support group for Aspire participants who are further along in their support journey. Bringing women together to reduce social isolation and enable them to use their time positively, the sessions focus on developing self-confidence, self-care, and helpful coping strategies to improve wellbeing and self-belief.
- Opportunities for new experiences, therapeutic interventions, training, development, volunteering, and employment support
- Access to counselling
- Support to exit prostitution for those who wish to

Achievements and Performance

Between the period 1 April 2021 to 31 March 2022, Kairos WWT supported 185 unique women. We use nationally recognised outcomes measurement tool 'Outcomes Stars' to measure the impact of our support. Some highlights include:

Feeling Safe supported 50 women:

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- 83% reported an improvement in their people and support network
- 80% reported an improvement in how they felt
- 80% reported an improvement in their choices and behaviour
- 87% reported an improvement in practical life skills

Summer Programme supported 13 young women:

During the summer, Queen Bees took a break and Feeling Safe delivered a Summer Programme. After having had to cancel the previous year's provision due to Covid-19, we were pleased to deliver the programme in August / September 2021. The aim is to support young women to increase their self-belief; reduce isolation; support the formation of new positive friendships, and provide new and exciting opportunities to engage in fun, stimulating experiences and activities.

At the beginning, the majority of the women fed back that within the previous 2 weeks they had experienced low levels of positivity about life and within themselves. During the last activity of the summer programme, women reported increased levels of confidence, self-esteem and positive mood.

Aspire supported 78 women:

- 65% reported an improvement in their safety
- 70% reported an improvement in their support networks.
- 60% reported an improvement in empowerment and self-esteem.

A Home of Her Own supports women across 3 pathways:

Prevention - supporting women at risk of homelessness. 47 women were supported to challenge illegal evictions, manage debt, and rent arrears.

Crisis - supporting women who are homeless, rough sleeping or sofa surfing. 59 women were supported to complete their statutory housing application and access emergency accommodation.

Sustainment - supporting women who have moved into their own tenancy. 35 women were supported to access and settle into their own tenancy, completing paperwork, setting up utilities, accessing grants for furniture and white goods as well as establishing a positive support network. This is pathway is often the most challenging for women due to the anxiety of having to maintain their own tenancy, often in an area that is new for them.

- 95% reported an improvement in their accommodation
- 95% reported an improvement in their rent and money
- 80% reported an improvement in their health and wellbeing
- 80% reported an improvement in looking after their home

Women's Justice supported 18 women:

- 80% reported an improvement in managing strong feelings
- 75% reported an improvement in living skills and self-care
- 75% reported an improvement in their positive use of time

Wonder Women Wednesdays multi-agency drop-in supported 46 women

Blossoms supported 17 pregnant women/new mums

Queen Bees supported 23 young women

Warrior supported 20 women

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Overall, Kairos WWT has supported women to make significant positive change in their lives. There have been women who started to believe in themselves, those who made small but significant steps towards change, and those who took significant strides towards their goals. Women got homes, kept children in their care, left abusive perpetrators, overcame substance use, and some chose to exit prostitution. They inspired and motivated us every day.

"My life was in turmoil. I was a really bad cocaine user. I fell pregnant, and my Kairos Worker helped me turn my life around, she helped me see the future. After about 6-7 months, I started feeling back to the happier me. I could see a life without the drugs and without the alcohol. The team at Kairos supported me through everything, through times where I've had no shopping, to times where I've just needed someone to talk to, to when I've been literally at breaking point. Helping me go to Case Conferences, to keep my children, reading letters and just giving me a better understanding of how things actually work in the real world. I still struggle, I still get tempted. There's been times where I've literally had it in front of me, and I've gone to do it, but I've pulled myself back because I know the place I came from, the very dark place, and to leave that lifestyle alone. It nearly destroyed me. My future now, is so bright and I can actually see that. I can see me working, to give me and my girls a better life and hopefully to help others in the amazing way I've had help." *Service User

Service Developments and Projects

The period 1 April 2021 to 31 March 2022 has been busy for Kairos WWT. As Covid-19 restrictions eased through April to June 2021, the organisation reviewed its working practices, to ensure positive changes and developments were maintained and all elements of service provision were resumed.

We resumed prison visits to HMP Peterborough. This was a welcomed return, lockdown restrictions in prison meant women were in their cells for 23 hours a day, with little connection to the outside world. This had a significant impact on women's mental health, and women reported increased levels of anxiety, loneliness, and depression. We had increased our letter contact and provision of wellbeing packs, however being able to return to face-to-face visits was far preferable.

We were able to return to our drop-in space at St Mary's Church, which provides us with a more central location in the 'red light district'. Since the easing of lockdown restrictions, we have seen an increase in the number of women on evening outreach and attending our evening drop-in, this has included women not known to Kairos WWT as well as women who had previously exited from street-based prostitution.

During Covid, we had adapted our Feeling Safe Awareness Raising Sessions by making animated videos published on YouTube which covered topics such as consent, healthy/unhealthy relationships, grooming and were accessible for all. Following Covid-19, we were pleased to provide face to face awareness raising sessions to other organisations including Coventry Havens Women's Aid, and sessions to young women, with thanks to support from Foleshill Women's Training.

We were thrilled to be able to host an extra special Kairos WWT Christmas celebration for 23 women. Volunteers and staff transformed our Women's Hub space to a sparkling winter wonderland, with a full Christmas dinner, festive activities, and a gift for all. For many women, this would have been their only Christmas experience and for us, even more importantly, it was an opportunity to make them feel cared for and valued.

It has become increasingly important, in the aftermath of the Covid-19 crisis and with the increased demand and complexity of need we are facing, to focus on and prioritise staff wellbeing. We promote a culture of self-care and positive wellbeing, recognising the impact that vicarious trauma can have on individuals. We've introduced an Employee Assistance Programme and a paid weekly 'Wellbeing Hour' for staff to take as and when needed to prioritise their wellbeing. We also had a staff day out, thanks to a wellbeing grant from the Tudor Trust. It was a great opportunity for us to relax and bond as a team.

One of the significant changes for 2021/2022 was the 'bedding in' of our new CEO, Kellie Ziamba. She states:

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"As someone with lived experience of sexual exploitation (both outside and inside the sex industry) and a professional background delivering and managing front line services, I have a strong commitment to meeting the needs and upholding rights of the women we support."

Two major pieces of development work for the year were undertaking an organisational restructure and developing a new 3 year strategy for 2022-25.

The restructure plan followed both informal and formal consultation with the team and was developed to improve efficiency, bringing consistency and a unified approach across the Feeling Safe and Aspire services, and the opportunity for more focussed roles, through the deletion of the Service Manager roles and the creation of two new roles: Team Manager and Specialist Justice Practitioner.

The Team Manager will lead and line manage Support and Advocacy Practitioners (formerly Support Workers/Project Workers) across both the Feeling Safe and Aspire services. Having a dedicated Team Manager will enable focused and consistent support, advice and guidance for the Practitioners. It will ensure that Practitioners are delivering a high-quality service whilst promoting their own self care and wellbeing. The Team Manager will focus on professional development, support and supervision of their team to ensure consistent good practice.

The Specialist Justice Practitioner will focus on supporting women, from across services, who are involved in the criminal justice system, with the aim to reduce (re)offending. The Specialist Justice Practitioner will act as a single point of contact, internally and externally, on all issues related to the criminal justice system. She will carry out prison visits, provide support on the day of release and support women to reintegrate back into the community. She will share her expertise via training and upskilling the rest of the team.

The restructure process was completed in May 2022.

Informal and formal consultations in order to develop our 2022-2025 strategy. Staff were consulted on an individual basis, a session was held with volunteers, we held a one-day strategy development day with the team and a full-day event with Trustees, to which service users were invited and 6 participated in a consultation session. Service users provided input via flip chart papers which were displayed around our women's hub for a number of weeks and partners provided feedback by completing a survey and through 1-2-1 discussions.

The new strategy recognises our recent pace of change and dedicates time to strengthen our foundations. The key aim is to ensure we evolve in a sensible way to become a strong and sustainable organisation, ready for an exciting future. By 2025 we will be achieving more life changing outcomes for women. We will bring the voices of the women we support and other women with lived experience well into the centre of our work, to guide us in the right direction. That same care and attention will be replicated for our staff and volunteers. We will embed reflective and evidence-based practices and become a fully trauma-informed organisation. These foundations will all be strengthened by improved internal working across the organisation. By 2025, Kairos WWT will be in a strong position for future aspirational growth and development.

Throughout the year there has been a focus on the development of our own Trauma Informed Practice (TIP). The staff team completed a series of in-depth training sessions. As a team we have developed what TIP means to us and set about to implement this into our daily practice. We founded and lead on the Coventry Trauma Informed Practice Network, which provides an opportunity for local professionals to reflect on and share best practice. The network plans to develop a set of local TIP service standards.

Our group provision continues to expand. One significant development this year has been the growth of our issue specific housing drop-in into a busy multi-agency daytime drop-in, named by the women that attend as 'Wonder Women Wednesdays'. The session is attended by numerous professionals from partner organisations, to help bridge the gap between our women and their services.

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In order to better capture the journey and progress made by women and the outcomes achieved, the team have transitioned to using the nationally renowned Outcome Star Online. Through training and regular review, we have started to embed the consistent use of this tool.

Kairos WWT was involved the development of a Local Sex Worker Needs Assessment, led by Public Health. This was conducted in partnership with other organisations in Coventry supporting women involved in street-based prostitution, to better understand their needs and how we might support them. The findings were published along side recommendations for supporting women to exit street-based prostitution.

The Feeling Safe evaluation, being conducted by researchers from Coventry and Nottingham Trent Universities, continued into its second year; through this period the researchers were able to conduct face to face interviews and attend group sessions. They have also published a literature review on Safeguarding practice for young people and adults who have experienced CSE, a systematic review.

Finally, through this period we've realised some successful community-based fundraising opportunities. A team of young people from the NCS (National Citizen Scheme) held a fundraising campaign over the summer and gathered large quantities of essential items for women we support such as food, toiletries, and clothes. In October, staff, volunteers and Kairos WWT supporters fundraised by running at the Coventry Running Festival, completing wither the Coventry Half Marathon or 5k race. We ran a powerful Christmas campaign, which raised the funds required to provide the gift of Christmas to the women we support .

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OBJECTIVES AND ACTIVITIES

Public Benefit

The Trustees ensure the charity complies with Charity Commission guidance on public benefit.

Kairos WWT's main public benefit is adult women in Coventry at risk of and subject to sexual exploitation, including women with unmet needs who face multiple disadvantage .

Partnerships

We've worked hard this year to strengthen our relationships with partner organisations and to ensure that they are made more aware of the ways in which we have developed into who we are today. We've delivered a number of awareness sessions to local providers to update them on our current aims, objectives, and service offer.

To support women with multiple needs, it is important that we work in conjunction with other providers to ensure that support is wrapped around each woman. The range of complex needs and issues which must be addressed for sexually exploited women requires a multi-agency approach. Kairos WWT has been supporting vulnerable women in Coventry for 23 years and during that time we have established strong working partnerships.

We are a member of Coventry's Women's Partnership: led by Foleshill Women's Training (FWT) and working alongside Coventry Haven Women's Aid, CRASAC (Coventry Rape & Sexual Abuse Centre) and Central England Law Centre Coventry, with The Women's Budget Group as our research partner during phase one of the partnership. We aim to improve social and economic outcomes for women by helping them more easily access multiple services and move smoothly between agencies. We also collectively advocate for women at a strategic level across the city.

Various service providers now attend our Wonder Women Wednesdays daytime drop-in, including local housing associations, the Coventry Women's Partnership Coordinator, and on request, Central England Law Centre Coventry, who provide free legal advice. An Independent Domestic Violence Advocate (IDVA) from Coventry Haven Women's Aid attends and this has proved successful in engaging with women at risk of harm through domestic violence, who aren't usually reached. CARSAC now send an ISVA who is able to consult with women regarding sexual violence. Staff from CGL (Change Grow Live, substance misuse support) have also started to attend.

We have a formal partnership with Valley House, who provide a range of accommodation and community-based services for vulnerable people in and around Coventry, including supported accommodation for victims of domestic abuse. They employ in-house therapists, whom we sub-contract to support five of our clients through therapy at any one time.

Our Blossoms group is delivered in partnership with an NHS Specialist Midwife who champions a trauma-informed approach, which in turn helps improve mum and baby's pre- and post-natal health outcomes.

We work with numerous social and supported housing providers, including Citizen, Spring Housing, P3, Orbit and Verto Living. Our Specialist Housing Practitioner has also formed positive working relationships with a number of private landlords. These connections help us source suitable accommodation and helps women to maintain their tenancies.

Women are supported to engage with Change Grow Live to address substance misuse, The Anchor Centre to improve their health, and Integrated Sexual Health for STI screening and treatment, and access to contraception.

We work alongside the Local Authority's Housing Options, Accommodation, Rough Sleepers, Vulnerable Persons, Supported Accommodation, Horizons (Child Sexual Exploitation), Throughcare, Adult and Child Safeguarding teams. We support women to engage with Early Help, Child in Need and Child Protection Plans to safeguard children.

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OBJECTIVES AND ACTIVITIES

Our relationship with the West Midlands Police is getting stronger. Female 'Sex Work' Designated Liaison Officers (DLOs), who are part of the Neighbourhood team for the 'red light district' area, are now being appointed. We are in the process of developing an information sharing agreement and plan to set up sessions where women can informally meet with the officers at our Women's Hub. Given the elevated level of violence experienced by the women, and low reporting rates, we help women make 'Ugly Mugs' reports which can help police identify dangerous predators targeting women involved in prostitution. This work is an area for continued development and our hope is that more and more women feel confident to report sexual and domestic violence to the police.

We liaise regularly with HMP Peterborough's partnerships manager and work alongside Probation and Springboard (women's justice provider). It is anticipated that the new Specialist Justice Practitioner will increase our reach to HMP Foston Hall and HMP Drake Hall and that justice related partnership work will be developed further.

There are other local organisations working specifically with women involved in street-based prostitution locally. Embrace provide outreach and support and the Project Lead supported our Warrior group during the year. We met with the leads at Cherished Hearts (part of Mosaic Church) to learn more about their women's service and with the Director of Turnaround West Midlands CIC, to learn more about how they interlink with each other and with Verto Living (supported housing provider). Public Health commission Turnaround to provide the local authority's 'sex worker' support service, so there is some crossover with our service. Front line workers from both our organisations keep in contact to avoid duplication of services. Together, we all contribute the local Sex Workers Assistance Network (SWAN), coordinated by the Sexual Abuse and Assault Strategy Coordinator for Coventry and Warwickshire and to the Regional Sex Worker Forum, coordinated by the Office of the Police and Crime Commissioner.

Kairos WWT actively contributes to other local and regional forums including: Hillfields Network, the local Multi-Agency Risk Assessment Conference, Voluntary Sector Safeguarding Forum, Vulnerable Persons Forum, Rough Sleepers Forum, Homelessness Forum, Multiple Disadvantage Forum, CCC Homelessness Co-creation Forum, Frontline Network, Homeless Link Community of Practice, local Sexual Abuse and Assault Strategy group, and West Midlands Women and Girls in the Justice System Delivery Group.

"Working alongside the team at Kairos has been so beneficial to women we both support. The staff build up such a close rapport with clients because they are able to work flexibly and outside of the typical appointment style offer. They are patient while clients take time to build up faith and trust in them. They don't judge and I think because they are able to support a woman with a variety of issues at the same time, in the same place, it means the women are able to gradually become more engaged in support. They provide emotional and practical support and are really great advocates." *Staff from partner agency

During 2021/22 we were members of the following:

- ACEVO- Association of Chief Executives of Voluntary Organisations
- Agenda Alliance for Women and Girls at Risk
- Beyond the Streets- Life Beyond Sexual Exploitation
- Charity Finance Group
- Clinks- Supporting the Voluntary Sector Working in the Criminal Justice System
- EAW-End Violence Against Women
- Frontline Network- St. Martin in the Fields
- Homeless Link- Let's End Homelessness Together
- NCVO- National Council for Voluntary Organisations
- Women's Resource Centre- Sisterhood, Solidarity and Activism

We regularly contribute to research and submit to government consultations, ensuring that the voices of service users and our collective specialist expertise is communicated.

Through our partnership with Central England Law Centre Coventry, we will be contributing to research by Warwick University exploring local legal need in Coventry. The project seeks to develop a better understanding of how people from marginalised communities navigate everyday legal issues.

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OBJECTIVES AND ACTIVITIES

Young women from our Feeling Safe service have contributed to research by Agenda Alliance- for Women and Girls at Risk, as part of their Girls Speak campaign to ensure girls and young women facing poverty, inequality and violence get the support and protection they want and deserve. The project is developing an evidence base on the needs and experiences of girls facing a combination of problems: violence and abuse, homelessness, poor mental health, addiction and contact with the criminal justice system.

Volunteers

Kairos WWT are privileged to have a dedicated team of volunteers who assist us with service delivery. Kairos WWT could not deliver its current level of service without the dedication and hard work of its volunteers, for which we are very grateful.

Typically, we are fortunate that due to the nature of the work we undertake, interest in becoming a Kairos WWT volunteer ensures a steady flow of interested parties, which enables us to fill any vacancies that arise from volunteer turnover. We recruit from all ages and walks of life through local universities, community groups, social media and through Voluntary Action Coventry. Our website and social media have also been assets in the recruitment process.

Volunteer recruitment is ongoing, and all new volunteers are interviewed and provided with an induction programme, on-going support, and training. Regular supervision is mandatory for all volunteers to ensure they feel well supported, engaged with the organisation, and valued. There are formal briefing and debriefings at all sessions.

For the period April 2021 to March 2022, we have had a team of 20 volunteers supporting Kairos WWT.

Our volunteer roles include supporting Evening Outreach and Drop-in- setting up drop-in, providing food, making drinks and speaking with women; supporting Blossoms- setting up group, making lunch, leading activities and discussions; supporting Queen Bees- leading activities and awareness raising sessions; supporting WWW drop-in- making drinks and food, speaking to the women and linking them in with the professionals that attend. Volunteers have also supported with providing and sorting donations, as well as fundraising, joining our team of runners at the Coventry Running Festival in October 2021 and events such as our Christmas Party in December 2021. We have been fortunate to recruit a volunteer to assist the CEO with making funding applications. Our volunteers have also been involved in the development of the new strategy through consultation and provided input on their views for the future of Kairos WWT.

In the next 12 months we plan to introduce a new Volunteer Support Worker role, to provide assistance in the day-to-day delivery of our 1-2-1 support work.

FINANCIAL REVIEW

Financial position

Kairos WWT is pleased to report that the Charity has sufficient financial resources and secured funding to enable it to meet the planned objectives and retain current level of services during the 2022/2023 financial year

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FINANCIAL REVIEW

Principal funding sources

29th May 1961 Charitable Trust	Lloyds Bank Foundation
Alan Edward Higgs Charity	The National Lottery Community Fund
Arnold Clark Community Fund	Newfield Charitable Trust
The Brook Trust	The Noel Buxton Trust
Charles Hayward Foundation	Passionist Grant Fund
The Eveson Charitable Trust	ROSA's Covid-19 Response Fund
The General Charities of the City of Coventry	The Screwfix Foundation
	Smallwood Trust (ROSA Thrive) - Coventry
The Heathcock Charitable Trust	Women's Partnership
The Henry Smith Charity	St-Martin-in-the-Fields Charity
The Hilden Charitable Trust	The Trust House Charitable Foundation
Hillcote Trust	The Tudor Trust
Homeless Link - Covid Homelessness Response Fund	
The Sir Jules Thorne Charitable Trust	William A Cadbury Charitable Trust
	Rubber4Roofs

Community Support (Gifts/Services in Kind):

Aldi
Baby Godiva
Carriers of Hope
Clothing Coventry
Coventry Comfort Carers
Coventry Foodbank
Feeding Coventry
GoodGym
Morrisons
Sista Sista Stronger Together

Thanks Also To:

All our volunteers, community and individual supporters who donated to the cause, whether through one-off or regular gifts and/or time.

Special thanks to the women who allow us to journey alongside them.

Reserves policy

The charity aims to keep three months' core running costs in unrestricted reserves at all times. This is to ensure the Charity is able to meet all of its legal obligations should there be insufficient funding to deliver regular services. The unrestricted reserves at 31 March 2022 totalled £82,607 and are sufficient to meet this target unrestricted reserve level.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Kairos WWT was an Unincorporated Association registered with the Charities Commission from September 2002 until September 2010. Kairos WWT was incorporated as a company limited by guarantee (07254667) in England and Wales in May 2010. It was registered as a Charity (1136695) in June 2010.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Our Trustees bring a variety of skills and experience including accountancy, corporate and voluntary sector governance, local authority commissioning, and strategic leadership. We are looking to recruit a Trustee with lived experience of the sex industry to ensure that women with lived experience are represented at a strategic level of organisational decision making.

All Trustees give their time voluntarily and receive no private benefit from the charity; neither do the Trustees nor parties related to them receive any benefit from any transactions undertaken by the charity.

Organisational structure

The Trustees form a Board which includes the following officers: Chair, Secretary, and Treasurer. It meets every two months, with extraordinary meetings as required. The Board has overall responsibility for strategic planning, policy formulation, approval and monitoring of programmes and services, finance, risk management, staff and volunteers, and premises.

The Articles of Association require that the number of Trustees shall not be less than three. At the end of March 2022, there were six Trustees. The Trustees are also Directors of the company.

The CEO works closely with the Trustees, attending bi-monthly Board meetings. The CEO and Chair have regular contact to discuss strategic or pressing issues, as well as formal monthly 1-2-1s. The CEO and Treasurer have contact on a monthly basis to monitor budgets and the overall financial situation.

Kairos WWT management and staff work alongside the CEO to ensure service is delivered in line with strategic and operational planning and in accordance with organisational policies. Safeguarding review meetings are held weekly, as are staff 'check-ins'. Leadership and Team Meetings take place monthly. Staff line management and case management supervision takes place monthly. Individual clinical supervision is provided monthly for staff by independent external supervisors.

At 31 March 2022 the following staff were in post:

Chief Executive Officer (1 FTE)
Head of Service Delivery (1 FTE)
Finance and Administration Officer (0.7 FTE)
Service Manager Aspire (1FTE)
Service Manager Feeling Safe (1FTE)
Specialist Housing Practitioner (1 FTE)
Support Worker Feeling Safe (0.8 FTE)
Support Worker Feeling Safe (0.8 FTE)
Support Worker Aspire (1 FTE)

Decision making

The Chair of Trustees as of 31 March 2022 was Abbee McLatchie.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Board have reviewed major strategic, financial, and operational risks throughout the year.

The significant risks that have faced Kairos WWT during the year include:

Staff Wellbeing: The fall out of the Covid-19 pandemic and impending 'cost of living crisis' has contributed to an ever-increasing complexity of need, crisis, safeguarding, and risk, which places additional strains on our workforce. This risk was mitigated by ensuring that all staff receive clinical supervision on a monthly basis, the introduction of a staff 'wellbeing hour', the introduction of an employee assistance programme (EAP) with access to additional counselling sessions, a staff day out and individual wellbeing grants.

Safeguarding: Kairos WWT staff deal with a high number of safeguarding issues and concerns on a regular basis. There has been an increase in the number of referrals to and attendances at MARAC. To reduce the risks associated with safeguarding, we have reviewed our recording and reporting procedures. We continue with a weekly Safeguarding Review meeting.

Premises: We rent space in a local Church where there have been ongoing problems with the heating system, resulting in there being sporadic or no heating during winter months. To mitigate this risk we are investigating alternative short and long term building use and formulating a contingency plan.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07254667 (England and Wales)

Registered Charity number

1136695

Registered office

All Saints Church: St Margaret's
50 Walsgrave Road
(Entrance on Argyll Street)
Coventry
CV2 4EB

Trustees

Ms L Cubbit (resigned 19.7.21)
Ms K Garvey (resigned 15.11.21)
Ms F Hale (resigned 20.9.21)
Ms A McLatchie
Ms R E Richardson-Raine (resigned 19.7.21)
Ms E Baria Bailey (appointed 19.7.21)
Ms B Foster
Ms S Mathur (appointed 19.7.21)
Dr L K Rackliff (appointed 19.7.21)
Ms M J Rothwell-McHugh (appointed 19.7.21)

Company Secretary

Ms B Foster

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Christopher John Irvine
ACCA
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

Bankers

CAF Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 16 December 2022 and signed on its behalf by:

Ms S Mathur - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
KAIROS WOMEN WORKING TOGETHER**

Independent examiner's report to the trustees of Kairos Women Working Together ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christopher John Irvine
ACCA
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU



16 December 2022

KAIROS WOMEN WORKING TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

				Year Ended 31.3.22 Total funds £	Period 1.7.20 to 31.3.21 Total funds £
	Notes	Unrestricted fund £	Restricted funds £		
INCOME AND ENDOWMENTS FROM					
Grants and donations		12,719	348,803	361,522	319,196
Investment income	3	<u>13</u>	<u>-</u>	<u>13</u>	<u>6</u>
Total		<u>12,732</u>	<u>348,803</u>	<u>361,535</u>	<u>319,202</u>
EXPENDITURE ON					
Charitable activities		<u>32,023</u>	<u>352,382</u>	<u>384,405</u>	<u>304,104</u>
NET INCOME/(EXPENDITURE)		(19,291)	(3,579)	(22,870)	15,098
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>101,898</u>	<u>124,509</u>	<u>226,407</u>	<u>211,309</u>
TOTAL FUNDS CARRIED FORWARD		<u>82,607</u>	<u>120,930</u>	<u>203,537</u>	<u>226,407</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET
31 MARCH 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	8	-	2,298	2,298	3,891
CURRENT ASSETS					
Debtors	9	1,048	716	1,764	1,756
Cash at bank and in hand		<u>82,192</u>	<u>127,624</u>	<u>209,816</u>	<u>245,457</u>
		83,240	128,340	211,580	247,213
CREDITORS					
Amounts falling due within one year	10	(633)	(9,708)	(10,341)	(24,697)
NET CURRENT ASSETS		<u>82,607</u>	<u>118,632</u>	<u>201,239</u>	<u>222,516</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>82,607</u>	<u>120,930</u>	<u>203,537</u>	<u>226,407</u>
NET ASSETS		<u>82,607</u>	<u>120,930</u>	<u>203,537</u>	<u>226,407</u>
FUNDS	12				
Unrestricted funds				82,607	101,898
Restricted funds				<u>120,930</u>	<u>124,509</u>
TOTAL FUNDS				<u>203,537</u>	<u>226,407</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET - continued
31 MARCH 2022

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 16 December 2022 and were signed on its behalf by:

S Mathur - Trustee

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, registered in England and Wales as defined by the Companies Act 2006

The presentation currency of the financial statements is the Pound Sterling (£)

2. ACCOUNTING POLICIES

Basis of preparing the financial statements - going concern basis

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. They are included at the cost to the donor as income and within the appropriate expenditure heading.

The charity will account for any grant income on a matching basis against the appropriate cost in the appropriate period. Grants towards capital expenditure are written off to income over the same period over which the asset is depreciated.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

2. ACCOUNTING POLICIES - continued

Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

Debtors

Debtors are recognised at the settlement amount due

Creditors

Creditors 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 are normally recognised at their settlement amount.

3. INVESTMENT INCOME

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
Deposit account interest	<u>13</u>	<u>6</u>

4. NET INCOME/(EXPENDITURE)

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

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
Depreciation - owned assets	1,593	890
Independent examination	<u>1,000</u>	<u>780</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the period ended 31 March 2021.

Trustees' expenses

During the year total expenses of £0 (2021: £0) were reimbursed to the Trustees.

6. STAFF COSTS

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

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
CEO	1	1
Service Manager	3	3
Support Worker	2	2
Project Worker	2	2
Housing Practitioner	1	1
Office and Finance Manager	<u>1</u>	<u>1</u>
	<u>10</u>	<u>10</u>

Staff costs were as follows:

	2022 £	2021 £
Salaries	258,803	172,852
Social security	19,758	13,363
Pension contributions	<u>5,315</u>	<u>3,348</u>
	<u>283,876</u>	<u>189,563</u>

No employee received emoluments of more than £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Grants and donations	28,360	290,836	319,196
Investment income	<u>6</u>	<u>-</u>	<u>6</u>
Total	<u>28,366</u>	<u>290,836</u>	<u>319,202</u>
 EXPENDITURE ON			
Charitable activities	<u>6,155</u>	<u>297,949</u>	<u>304,104</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	22,211	(7,113)	15,098
RECONCILIATION OF FUNDS			
Total funds brought forward	79,687	131,622	211,309
<hr/>			
TOTAL FUNDS CARRIED FORWARD	<u>101,898</u>	<u>124,509</u>	<u>226,407</u>
8. TANGIBLE FIXED ASSETS			Fixtures and fittings £
COST			
At 1 April 2021 and 31 March 2022			<u>12,155</u>
DEPRECIATION			
At 1 April 2021			8,264
Charge for year			<u>1,593</u>
At 31 March 2022			<u>9,857</u>
NET BOOK VALUE			
At 31 March 2022			<u>2,298</u>
At 31 March 2021			<u>3,891</u>
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		2022	2021
		£	£
Other debtors		200	-
Prepayments		<u>1,564</u>	<u>1,756</u>
		<u>1,764</u>	<u>1,756</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 11)	-	200
Social security and other taxes	6,346	6,137
Other creditors	2,179	2,675
Net wages	168	336
Pensions	147	1,013
Accruals and deferred income	<u>1,501</u>	<u>14,336</u>
	<u>10,341</u>	<u>24,697</u>

11. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	<u>-</u>	<u>200</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

12. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	101,898	(19,291)	82,607
Restricted funds			
National Lottery	28,366	(7,430)	20,936
Lloyds Bank Foundation	5,527	(5,527)	-
29th May 1961 Charitable Trust	897	(897)	-
William A Cadbury Charitable Trust	-	8,955	8,955
Smallwood Trust	11,640	(331)	11,309
Newfield Trust	-	4,127	4,127
St Martin in the Fields	-	567	567
Tudor Trust	16,929	(14,499)	2,430
Trusthouse	11,490	6,544	18,034
Passionist Grant	6,000	(6,000)	-
Noel Buxton Trust	-	3,000	3,000
Eveson Trust	584	(234)	350
Henry Smith	14,422	1,790	16,212
Homeless Link	17,861	(17,861)	-
Severn Trent - COVID	1,152	(587)	565
Homeless Link - COVID	916	(407)	509
West Midlands Police Commissioner	(5,000)	5,000	-
The Brook Trust	15,000	(15,000)	-
Mogan & Mogan	400	(400)	-
Service User Grants	(838)	959	121
Vanny Campers	120	(120)	-
Hilden Charitable Fund	(957)	957	-
ROSA Thrive Smallwood	-	30,060	30,060
Charles Hayward Foundation	-	2,755	2,755
Screwfix Foundation	-	1,000	1,000
	<u>124,509</u>	<u>(3,579)</u>	<u>120,930</u>
TOTAL FUNDS	<u>226,407</u>	<u>(22,870)</u>	<u>203,537</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,732	(32,023)	(19,291)
Restricted funds			
National Lottery	97,492	(104,922)	(7,430)
Lloyds Bank Foundation	-	(5,527)	(5,527)
29th May 1961 Charitable Trust	5,000	(5,897)	(897)
William A Cadbury Charitable Trust	10,000	(1,045)	8,955
Smallwood Trust	39,011	(39,342)	(331)
Newfield Trust	4,700	(573)	4,127
Coventry General Charity	7,000	(7,000)	-
St Martin in the Fields	567	-	567
Tudor Trust	25,000	(39,499)	(14,499)
Trusthouse	20,000	(13,456)	6,544
Passionist Grant	-	(6,000)	(6,000)
Noel Buxton Trust	3,000	-	3,000
Eveson Trust	7,500	(7,734)	(234)
Henry Smith	40,000	(38,210)	1,790
Homeless Link	-	(17,861)	(17,861)
Severn Trent - COVID	-	(587)	(587)
Homeless Link - COVID	-	(407)	(407)
Hilcote Trust	5,000	(5,000)	-
West Midlands Police Commissioner	5,000	-	5,000
The Brook Trust	-	(15,000)	(15,000)
Mogan & Mogan	-	(400)	(400)
Service User Grants	6,269	(5,310)	959
Vanny Campers	-	(120)	(120)
Hilden Charitable Fund	5,000	(4,043)	957
ROSA Thrive Smallwood	50,000	(19,940)	30,060
ROSA Covid	3,264	(3,264)	-
Charles Hayward Foundation	7,000	(4,245)	2,755
Screwfix Foundation	1,000	-	1,000
Alan Edward Higgs	7,000	(7,000)	-
	<u>348,803</u>	<u>(352,382)</u>	<u>(3,579)</u>
TOTAL FUNDS	<u>361,535</u>	<u>(384,405)</u>	<u>(22,870)</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	79,687	22,211	101,898
Restricted funds			
National Lottery	45,782	(17,416)	28,366
Lloyds Bank Foundation	-	5,527	5,527
29th May 1961 Charitable Trust	-	897	897
Smallwood Trust	8,679	2,961	11,640
St Martin in the Fields	(200)	200	-
Tudor Trust	8,336	8,593	16,929
Trusthouse	10,000	1,490	11,490
Garfield Western Foundation	5,000	(5,000)	-
Passionist Grant	5,929	71	6,000
Noel Buxton Trust	888	(888)	-
Eveson Trust	2,667	(2,083)	584
Field Trust	2,422	(2,422)	-
Henry Smith	3,333	11,089	14,422
Homeless Link	8,582	(7,666)	916
Severn Trent - COVID	2,000	(848)	1,152
CRISIS - COVID	3,699	(3,699)	-
Homeless Link - COVID	24,505	(6,644)	17,861
West Midlands Police Commissioner	-	(5,000)	(5,000)
The Brook Trust	-	15,000	15,000
Mogan & Mogan	-	400	400
Service User Grants	-	(838)	(838)
Vanny Campers	-	120	120
Hilden Charitable Fund	-	(957)	(957)
	<u>131,622</u>	<u>(7,113)</u>	<u>124,509</u>
TOTAL FUNDS	<u>211,309</u>	<u>15,098</u>	<u>226,407</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	28,366	(6,155)	22,211
Restricted funds			
National Lottery	47,965	(65,381)	(17,416)
Lloyds Bank Foundation	25,000	(19,473)	5,527
29th May 1961 Charitable Trust	5,000	(4,103)	897
Smallwood Trust	20,664	(17,703)	2,961
Heart of England Community Foundation (Jumping Through Hoops small grant)	12,000	(12,000)	-
Coventry Church Municipal Charity	1,500	(1,500)	-
St Martin in the Fields	200	-	200
Tudor Trust	27,000	(18,407)	8,593
Trusthouse	2,786	(1,296)	1,490
Garfield Western Foundation	-	(5,000)	(5,000)
Passionist Grant	-	71	71
Noel Buxton Trust	4,500	(5,388)	(888)
Eveson Trust	-	(2,083)	(2,083)
Field Trust	-	(2,422)	(2,422)
Henry Smith	40,000	(28,911)	11,089
Homeless Link	-	(7,666)	(7,666)
Severn Trent - COVID	-	(848)	(848)
CRISIS - COVID	-	(3,699)	(3,699)
Homeless Link - COVID	49,830	(56,474)	(6,644)
ROSA	4,760	(4,760)	-
West Midlands Police Commissioner	15,000	(20,000)	(5,000)
National Lottery - COVID response	10,000	(10,000)	-
The Brook Trust	15,000	-	15,000
Mogan & Mogan	400	-	400
Service User Grants	5,731	(6,569)	(838)
Amazon	500	(500)	-
The Rhiannon Trust	500	(500)	-
Gowling WLG (UK) Charitable Trust	1,500	(1,500)	-
Vanny Campers	1,000	(880)	120
Hilden Charitable Fund	-	(957)	(957)
	<u>290,836</u>	<u>(297,949)</u>	<u>(7,113)</u>
TOTAL FUNDS	<u>319,202</u>	<u>(304,104)</u>	<u>15,098</u>

Restricted Funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

The above restricted funds have been donated for the following specific purposes:

29th May 1961 Charitable Trust
Amazon

Feeling Safe Project
A Home of Her Own project

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

12. MOVEMENT IN FUNDS - continued

The Brook Trust	Outreach and Drop-In
Coventry Church (Municipal) Charities	Outreach and Drop-In
Gowling WLG Charitable Trust	Outreach and Drop-In
Heart of England Community Foundation	Feeling Safe Project
Henry Smith Charity	Organisational Running Costs
Homeless Link	A Home of Her Own project
Homeless Link - COVID-19	
Homelessness Response Fund	Support Services during COVID
	Criminal Justice and Prison In-Reach and 1-2-1
	Support
Lloyds Bank Foundation	Support to Outreach and Drop In
Mogan & Mogan	Feeling Safe Project
The National Lottery Community Fund	Support Services during Coronavirus
The National Lottery Community Fund	Criminal Justice and Prison In-reach
The Noel Buxton Trust	Outreach and Drop-In
The Rhiannon Trust	Core Costs
ROSA's COVID-19 Response Fund	Coventry Women's Partnership project
The Smallwood Trust	Management Salaries
The Tudor Trust	For Kairos Staff Wellbeing
The Tudor Trust Staff Wellbeing Grant	Support for Core Costs
The Trusthouse Charitable Foundation	Support Services during Coronavirus
Vanny Campers	
West Midlands Police and Crime	
Commissioner	Outreach and Drop-in
Baron Davenport Charity	Grants for Service Users
Glasspool Charity Trust	Grants for Service Users
St Martins in the Fields	Grants for Service Users
Newfield Trust	Grants for Service Users
WE Dunn Charitable Trust	Grants for Service Users

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

14. ULTIMATE CONTROLLING PARTY

There is no controlling party.

KAIROS WOMEN WORKING TOGETHER

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
INCOME AND ENDOWMENTS		
Grants and donations		
Grants	361,522	319,196
Investment income		
Deposit account interest	<u>13</u>	<u>6</u>
Total Incoming resources	361,535	319,202
EXPENDITURE		
Support costs		
Staff salaries and NI	283,876	189,563
Insurance	2,817	46
Telephone and internet	4,480	2,476
Postage and stationery	1,794	1,194
Printing	500	277
Travel and subsistence	3,873	2,997
Sessional costs	24,894	52,893
Recruitment	1,290	699
Training	8,758	4,498
IT maintenance	3,366	2,143
External supervision	3,899	1,875
Rent and room hire	13,157	11,099
Professional fees	4,271	18,771
Governance	1,180	780
Fundraising	7,576	-
Evaluation	13,585	12,513
Admin Costs	3,495	1,390
Depreciation	<u>1,594</u>	<u>890</u>
	<u>384,405</u>	<u>304,104</u>
Total resources expended	<u>384,405</u>	<u>304,104</u>
Net (expenditure)/income	<u>(22,870)</u>	<u>15,098</u>

This page does not form part of the statutory financial statements

KAIROS WOMEN WORKING TOGETHER

England & Wales - Charity number 1136695

Accounts

REGISTERED COMPANY NUMBER: 07254667 (England and Wales)
REGISTERED CHARITY NUMBER: 1136695

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021
FOR
KAIROS WOMEN WORKING TOGETHER

Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

KAIROS WOMEN WORKING TOGETHER

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

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KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 July 2020 to 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Kairos Women Working Together is also known as KairosWWT.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The vision of the charity is for women to live positive lives, free from exploitation.

The purpose of the charity is to increase the life-chances, choices and wellbeing of women in Coventry caught up in prostitution, affected by, or at risk of sexual exploitation.

The mission of the charity is to increase the safety, stability and self-belief of women in Coventry affected by, or at risk of, exploitation through emotional and practical support, advocacy and awareness raising.

The values of the charity are:

1) Accepting and non-judgemental: every woman matters and is worthy of love, care and support, no matter what her past or current circumstances. We know that women at risk of sexual exploitation (particularly those in prostitution) can face significant judgement and stigma and we want all women to feel welcomed and valued.

2) Women-centred: Projects and work are designed around the specific needs of women accessing our services, rather than expecting women to fit into convenient boxes. We understand that women often experience multiple needs at once.

Our Behaviours - what we do to achieve our values

1) Demonstrate integrity, respect and trustworthiness. We will treat all people who come into contact with Kairos (whether service users or other stakeholders) with equal value and respect. We recruit staff, volunteers and trustees who fully embrace our ethos and beliefs and our codes of conduct sets out our expectations of these groups.

2) Advocate and influence - We will use our experience and knowledge of working with women to influence policy and practice locally, regionally and nationally where we can, as well as making sure our service users' voices and needs are heard and understood through individual-level case work advocacy

3) Commit to long-term, holistic work - we understand the long-term and complex nature of issues facing our service users and do not expect or try to deliver 'quick-fix' solutions. Services will be designed to enable us to help women address multiple issues in their lives, not just focus on one area, because people's lives can't be categorised into boxes. We accept women wholly as they are.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

OBJECTIVES AND ACTIVITIES

Significant activities

Kairos WWT believes in the value and dignity of all women. We provide individual and group support to women caught up in prostitution and those vulnerable to it. We do this by building long-term, women-centric relationships and we will be there for as long as needed, recognizing that the journey to safety, stability and independence is not a linear process. Relationship and trust building are key to engagement, as is a flexible and responsive approach. The women we support often have multiple, 'complex' needs and struggle with the impact of significant trauma. Therefore, our women typically cycle in and out of engagement. We may encounter a woman on street outreach for many weeks or months (even years) before she takes the step to attend drop-in and eventually seek more intensive support.

During the reporting period we provided the following:

- Evening outreach and drop-in in the local 'red light' area, to engage with women involved in on-street prostitution
- A safe space to disclose safety issues, sexual and domestic violence, exploitation and trafficking, including the option to complete an 'Ugly Mugs' report and/or report crimes to the Police
- Access to sexual and reproductive health information and support
- Crisis support and provision of essentials such as clothing, toiletries, harm reduction kits (condoms, needles etc.), food bank vouchers etc.
- Support to make and access appointments such as dentist, doctors, mental health, social care, contacting benefits helpline etc.
- 1:1 support from a dedicated Support Worker
- A transitional service (Feeling Safe) for young women (aged 18-25) who have been subjected to child sexual exploitation and/or are at risk of sexual exploitation
- A service (Aspire) for women involved in prostitution, supporting them to journey from crisis through to independence
- The 'A Home of Her Own' service, which provides housing and tenancy advice, support, and advocacy with a Specialist Housing Practitioner, including the provision of a weekly housing drop-in
- Support for women navigating the criminal justice system, including support at Court, prison in-reach, release planning, resettlement and community reintegration, in collaboration with women's justice services
- Weekly group for young women (aged 18-25) who are at risk of sexual exploitation, which explores relationships, rights, and safety
- Access to counselling
- As part of Coventry Women's Partnership, referral pathways for women to access Coventry Haven Women's Aid, Coventry Rape and Sexual Abuse Centre (CRASAC), Foleshill Women's Training and Coventry Law Centre
- Awareness raising sessions with young women in the community to increase resilience against risks of sexual exploitation

The Covid-19 pandemic continued to present numerous challenges to our service users, staff and volunteers, and to the organisation in terms of how we safely delivered services. A key priority for us was to ensure that we continued service provision, in recognition of the fact that the women we support are some of the community's most vulnerable and excluded at the best of times. With Covid-19 crisis funding we were able to purchase smart phones and tablets for service users, which helped us maintain contact and provide some virtual support. This also addressed the issue of digital exclusion and allowed women to access important meetings which were moved to online by other service providers such as social care, health, and housing. We moved our evening drop-in location to a larger space to allow for social distancing and moved our group provision to online.

In the 9 month period of July 1 2020 to March 31 2021:

- We supported 172 unique women.
- 58% of women who accessed our services maintained or improved their Impact Scale score (a bespoke scale measuring women's journeys from 'stuck' to 'self-reliant')

52% reported a positive change in their motivation and self-reliance
54% reported a positive change in their self-care and living skills
54% reported a positive change in their emotional and mental health

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

OBJECTIVES AND ACTIVITIES

Projects delivered were as follows:

Street Outreach and Evening Drop-In

The Outreach and Drop-In service aims to make contact with potential and existing service users on the streets of Coventry, and takes resources directly to women caught up in prostitution, promoting personal safety and helping women to build and sustain a relationship with the charity. We offer a range of key harm reduction initiatives (including condoms, needle exchange and direct access to health professionals). Service users are also encouraged to address violence against women through the local Ugly Mugs scheme, and in making formal reports to the police.

Outcomes:

- A total of 72 women accessed our weekly evening Street Outreach (52 women) and Evening/Drop-In (41 women) services this year.
 - 104 condom packs were given out
 - 151 food packs were given out
 - Clothes donations were accessed 15 times (this number is lower than usual due to Covid-19)

Feeling Safe (18-24 Years)

Predominantly funded by The National Lottery, this preventative service supports young women aged 18- 24 who are at risk of sexual exploitation. We provide:

- 1:1 and group support to help women learn about risks of sexual exploitation, healthy relationships, consent, and the right to feel and be safe
- 1:1 support to help women address barriers/issues affecting their day-to-day lives and wellbeing
- Weekly support group
- Information, guidance and referrals to other specialist agencies as required

Outcomes:

- 41 young women participated in 1:1 work. This included enabling them to access external services, provision of support and referrals following incidents or assaults, and regular meetings and support calls to help reduce their isolation and loneliness
- 10 women attended the weekly support group and took part in activities designed to improve their confidence, wellbeing and support networks
- 70% of women scored themselves as having improved their emotional and mental health.
- 65% of women scored themselves as having improved maintain their tenancy and accommodation.
- 64% of women scored themselves as having improved their meaningful use of time.

Aspire

Aspire offers a holistic and flexible support service to women at risk of or engaged in street based prostitution and aims to help service users improve their stability, quality of life and life chances. We work with women on a 1:1 basis to develop individual support plans, facilitate access to other support services, provide advocacy where needed and promote self-advocacy and independence.

Outcomes:

- 82 different women received crisis or planned 1:1 support on 1269 occasions
- 109 food packs or food bank vouchers were requested and issued-

KAIROS WOMEN WORKING TOGETHER
REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

- 14 Fuel Bank Vouchers were issued to support with gas or electric
- Warrior, a support group for women to provide a safe and supportive space where participants can reduce social isolation, speak openly about their experiences, goals, hopes and dreams, offer each other peer support, and build confidence and self-worth, started at the beginning of March 2021. During that month, 7 women attended.
- Blossoms, a support group for pregnant women and new Mums, delivered in partnership with a Specialist Midwife, started at the beginning of March. During that month, 6 women attended.

Criminal Justice and Prison In-Reach Project

We aim to reduce the disruption experienced by women serving custodial sentences and facilitate successful re-settlement on release from prison. We work in partnership with HMP Peterborough where we visit service users once a month and we maintain contact with service users transferred to other prisons. We work with women on a 1:1 basis to develop individual support plans.

Outcomes:

- 15 women were supported, over 105 sessions, through the project, whether through attendances at court, probation, prison visits or release resettlement support.
 - 7 women over 17 sessions received prison- based support.
 - 4 women over 4 sessions received release day support
 - 5 women over 17 sessions received resettlement support
 - 5 women over 52 sessions were supported to attend court and engage in court processes

A Home of Her Own (AHOHO)

This service seeks to address the complex needs of women who are at risk of homelessness or who are homeless, as this is so closely linked to the risk of sexual exploitation and 100% of our service users face significant issues around housing. In Coventry, during the reporting period, there was no female only supported housing provision, and whilst efforts were made to ensure all people were housed as part of the "Everyone In" scheme in response to the pandemic, the reality is that vulnerable women were often placed in unsuitable temporary housing which placed them at risk. A Specialist Housing Practitioner was able to work with these women to address housing related issues, provide tenancy advice, advocate for appropriate placements, and support women to maintain tenancies. Support was provided on a 1:1 basis and through a weekly housing drop-in.

Outcomes:

- 84 women were supported over 1148 sessions
 - 10 women were supported at Housing Drop-in which started in March 2021
 - 18 women were supported under the Crisis pathway, supporting women who are homeless, including rough sleeping or hidden homeless to access emergency accommodation.
 - 31 women were supported under the prevention pathway, supporting women who are at risk of homelessness, through interventions such as challenging illegal eviction notices and supporting with rent arrears.
 - 25 women were supported through the sustainment pathway, supporting women who have moved into their own tenancies, for 12 weeks, including support to set up bills, utilities access white goods and furniture.

Comments from our service users:

"I have never had such a level of support before and I am really appreciative, as previously I have been apprehensive to ask for support. For the first time ever, I am no longer afraid to ask for support as I know my concerns and voice will be acknowledged. I am now more organised, better able to cope without becoming overwhelmed. Kairos has done a wonderful job supporting me. Ultimately, that Kairos has supported me in moving forward."

KAIROS WOMEN WORKING TOGETHER
REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

"I love my support worker. She's the only one I can really talk to. She's such a good worker and I'm not just saying that. She goes above and beyond. She really does go all out for me."

"Kairos saved my life. I wouldn't be here today if it weren't for all of you."

Comment from a professional:

"Working alongside the team at Kairos has been so beneficial to women we both support. The staff build up such a close rapport with clients because they are able to work flexibly and outside of the typical appointment style offer. They are patient while clients take time to build up faith and trust in them. They don't judge and I think because they are able to support a woman with a variety of issues at the same time, in the same place, it means the women are able to gradually become more engaged in support. They provide emotional and practical support and are really great advocates."

KAIROS WOMEN WORKING TOGETHER
REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

Public Benefit

The Trustees ensure the charity complies with Charity Commission guidance on public benefit.

Service Users

Kairos WWT's main public benefit is for adult women in Coventry at risk of exploitation, including women caught up in prostitution and those aspiring to leave it.

Partnerships

Kairos WWT is part of Coventry Women's Partnership, alongside Foleshill Women's Training, Coventry Rape and Sexual Abuse Centre (CRASAC), Coventry Haven Women's Aid and Coventry Law Centre. This project aims to increase social and economic outcomes for women, helping them to easily access multiple services and move smoothly between agencies. The Women's Budget Group is a research partner for the project and publishes two reports a year on topics relevant to the partnership.

Kairos WWT works alongside Turnaround West Midlands CIC and Embrace Warwickshire, who provide complementary services in the city, including outreach on alternative days/evenings of the week.

Kairos WWT works in partnership with Coventry Haven Women's Aid and with funding from Homeless Link to deliver A Home of Her Own.

Our Blossoms group is delivered in partnership with a Specialist Complex Needs Midwife

Service Users have access to counselling through our partnership with Valley Housing

We have been building positive working relationships with the Coventry Rough Sleepers Team

We contribute to a number of local and regional forums including: Local Sex Worker Forum, Regional Sex Worker Forum, Voluntary Sector Safeguarding Forum, Vulnerable Persons Forum, Rough Sleepers Forum, MARAC, Sexual Abuse and Assault Strategy group, and Hillfields Network

We continue to value strong links with local churches whose premises were used for our services during the reporting year:

- All Saints / St Margaret's Church
- St Mary's & St Benedict's RC Church
- St Peter's Centre

The charity is grateful to all members of the community and community groups who support our work both financially and in kind, through donations of food, clothing and toiletries.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

OBJECTIVES AND ACTIVITIES

Volunteers

Kairos WWT could not operate without the dedication and hard work of its volunteers. We are indebted to our volunteers who have enabled Kairos WWT to continue to deliver and develop its services.

Typically, we are fortunate that due to the nature of the work we undertake, interest in becoming a Kairos WWT volunteer ensures a steady flow of interested parties which enables us to fill any vacancies that arise from volunteer turnover. We recruit from all ages and walks of life through local universities, community groups, social media and through Voluntary Action Coventry. Our website and social media have also been assets in the recruitment process.

Volunteer recruitment is ongoing, and all new volunteers are interviewed and provided with an induction programme, on-going support and training. Regular supervision is mandatory and is provided every six months basis. There are formal briefing and debriefings at all sessions. 1:1 supervision is available on request.

Covid-19 inevitably resulted in a number of volunteers no longer being able to give their time and a slowdown of expressions of interest in volunteering. However, during the reporting period 10 different volunteers supported with Outreach and Drop-in, as well as support groups which ran from March 2021.

Training for staff, volunteers and service users is essential to the growth and development of Kairos WWT. At Kairos WWT, we embrace and provide opportunities for continuing professional development. Training undertaken during the reporting period included topics such as Safeguarding, Mental Health First Aid, Food Hygiene/Preparation, Drug Use and Needle Exchange, and Food Bank Voucher Distributor Training. All volunteers undergo a thorough induction programme, including raising awareness around the issues of prostitution and addictions, personal safety, boundaries and Kairos WWT policies and procedures.

ACHIEVEMENT AND PERFORMANCE

The July 1 2020 to March 31 2021 period has been a positive one of consolidation and growth, of building strategic links across Coventry and developing our partnership working. Highlights have included:

- Continued service provision throughout the challenges presented by the Covid-19 pandemic, including hybrid office and home based working, development of Covid Secure working practices, increased mental health struggles and complexity of need amongst service users, and improving service user's digital inclusion
- Creation of new partnership working opportunities, such as with the Complex Needs Midwife and Valley Housing counselling service
- Development of two new groups; Blossoms and Warrior in response to changing needs as identified by the women themselves
- Increased service user involvement through consultation groups
- Contribution to "Girls Speak" research project led by Agenda
- Year 1 of Feeling Safe evaluation project underway
- Improvements to internal processes and systems
- A focus on professional development, reflective practice, clinical supervision, and staff wellbeing.
- Recruitment of a new full-time CEO who is committed to developing the strategic direction and long term growth and progression of the organisation

FINANCIAL REVIEW

Financial position

Kairos WWT is pleased to report that the Charity has sufficient financial resources and has secured funding to enable it to meet the planned objectives and retain current level of services during the 2021/2022 financial year (now April to March).

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

FINANCIAL REVIEW

Principal funding sources

Our thanks to our partners, funders, supporters... and the women who let us walk alongside them.

Partnerships

The Anchor Centre
Complex Special Needs Midwife
Coventry Haven Women's Aid
CRASAC
FWT
Coventry Law Centre
Valley House

CGL
Coventry Integrated Sexual Health Clinic
Coventry Rough Sleepers Team
HMP Peterborough
Turnaround West Midlands CIC
Embrace Warwickshire

Significant Funders

29th May 1961 Charitable Trust
Amazon Donation
The Brook Trust
Coventry Church (Municipal) Charities
CRISIS - In this together
The Eveson Charitable Trust
The Fiel Family Charitable Trust
Garfield Weston Foundation
Gowling WLG Foundation
The Henry Smith Charity
Heart of England Community Foundation
The Hilden Charitable Trust
Homeless Link
Homeless Link - COVID Homelessness Response Fund

Lloyds Bank Foundation
Mogan & Mogan
The Noel Buxton Trust
Passionist Grant Fund
Rosa's COVID-19 Response Fund
Severn Trent Water
The Smallwood Trust
The National Lottery Community Fund
The Rhiannon Trust
The Trust House Charitable Foundation
The Tudor Trust
Vanny Campers
West Midlands Police and Crime Commissioner

Thanks also to:

All our volunteers and individual supporters who donated to the cause, whether through one-off or regular gifts and/or time. Special thanks to the women who allow us to journey alongside them.

Reserves policy

The charity will aim to keep between three and six months' core running costs in unrestricted reserves at all times. This is to ensure the Charity is able to meet all of its legal obligations should all funding be withdrawn. The unrestricted reserves at 31 March 2021 totalled £100,142 and are sufficient to meet this target unrestricted reserve level.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Kairos WWT was an Unincorporated Association registered with the Charities Commission from September 2002 until September 2010. Kairos WWT was incorporated as a company limited by guarantee (07254667) in England and Wales in May 2010. It was registered as a Charity (1136695) in June 2010.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Trustees bring a variety of skills and experience including corporate finance, accountancy corporate governance, forensic psychology, human resources and research.

All Trustees give their time voluntarily and receive no private benefit from the charity; neither do the trustees nor parties related to them receive any benefit from any transactions undertaken by the charity.

Induction and training of new Trustees

Kairos WWT is a member of the National Council for Voluntary Organisations (NVCO). All trustees are members of Kairos WWT and receive induction and relevant training.

During and since the period of this report, there has been some turnover of Trustees, due to changes in personal circumstances of some existing trustees and a recruitment drive to bring new talent on board. The current Board are confident that following this transition the Board is now well-resourced and will remain stable for the next few years.

Organisational structure

The Trustees form a Board which includes the following officers: Chair, Secretary, and Treasurer. It meets every two months. The Board has overall responsibility for strategic planning, policy formulation, approval and monitoring of programmes and services, finance, risk management, staff and volunteers, and premises.

The Articles of Association require that the number of Trustees shall not be less than three. At the end of March 2021, there were five Trustees. The Trustees are also Directors of the company.

The CEO works closely with the Trustees, attending bi-monthly Board meetings. The CEO and Chair have regular contact to discuss strategic or pressing issues as well as formal monthly 1:1s. The CEO and Treasurer have contact on a monthly basis to monitor budgets and the overall financial situation.

Kairos WWT staff work with the CEO and Trustees to develop good practice in line with policies. Staff line management and case management meetings take place monthly. Individual clinical supervision is provided monthly/six weekly for staff by independent supervisors. During the reporting period individuals were employed in the following posts:

- Kellie Ziemba: CEO (full-time, started February 2021)
- Michelle McHugh: Interim CEO (part-time, resigned March 2021)
- Hannah Coban: Head of Service Delivery (full-time, started November 2020)
- Tianne Peynado: Service Manager for Feeling Safe (full-time)
- Adele Canterbury: Service Manager for Aspire (full-time)
- Lisa Miller: Support Worker (full-time)
- Emma Brown: (full-time, started December 2020)
- Catherine Barnes: Project Worker (part-time)
- Jessie-Emma Boatey-Ampratwum (part-time)
- Emma Mitchell, Specialist Housing Practitioner (full-time)
- Zoe George, Finance and Office Manager (part-time)

Decision making

The Chair of Trustees as of 31 March 2021 is Abbee McLatchie.

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Board have reviewed major strategic, financial and operational risks throughout the year.

The significant risks that have faced Kairos WWT during the year include:

- Covid-19: The pandemic presented a number of risk to staff, volunteers and service users. Service provision and working practices were updated in line with changing government policies. The workplace was made 'Covid Secure'. The CEO and Board reviewed Covid-19 related risks alongside our Business Continuity Plan on a regular basis.
- Staff Wellbeing: The Covid-19 pandemic and ever increasing complexity of cases placed additional strains on our workforce. This risk was mitigated by ensuring that all staff receive clinical supervision on a monthly/6-weekly basis, the charity introduced an employee assistance programme (EAP), and we introduced weekly 'wellbeing hours', where staff are encouraged to have a paid hour of time for self-care practices.
- Safeguarding: Kairos WWT staff deal with a high number of safeguarding issues and concerns on a regular basis. To reduce the risks associated with safeguarding, we reviewed our safeguarding policies and procedures, developed new adult and child safeguarding policies, and imbedded new practices such as a weekly safeguarding case management meeting to review all cases of concern.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07254667 (England and Wales)

Registered Charity number

1136695

Registered office

All Saints Church / St Margaret's
50 Walsgrave Road
Coventry
CV2 4EB

Trustees

Ms S Learmonth (resigned 12.10.20)
Ms M Dovey (resigned 31.8.20)
Ms L Cubbit (resigned 19.7.21)
Ms K Garvey
Ms F Hale
Ms A McLatchie (appointed 19.7.21)
Ms R E Richardson-Raine (appointed 6.7.20) (resigned 19.7.21)
Ms E Baria Bailey (appointed 19.7.21)
Ms B Foster
Ms S Mathur (appointed 12.10.20)
Dr L K Rackliff (appointed 19.7.21)
Ms M J Rothwell-McHugh (appointed 19.7.21)

Company Secretary

Ms B Foster

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Christopher John Irvine
ACCA
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

Bankers

CAF Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 23 December 2021 and signed on its behalf by:

Ms S Mathur - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
KAIROS WOMEN WORKING TOGETHER**

Independent examiner's report to the trustees of Kairos Women Working Together ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the period 1 July 2020 to 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christopher John Irvine
ACCA
Walker Thompson Ltd
Accountants and Registered Auditors
Empress House
43A Binley Road
Coventry
CV3 1HU

23 December 2021

KAIROS WOMEN WORKING TOGETHER

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted funds £	Period 1.7.20 to 31.3.21 Total funds £	Year Ended 30.6.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants and donations		28,360	290,836	319,196	352,673
Investment income	3	6	-	6	77
Total		<u>28,366</u>	<u>290,836</u>	<u>319,202</u>	<u>352,750</u>
EXPENDITURE ON					
Charitable activities		6,155	297,949	304,104	218,885
NET INCOME/(EXPENDITURE)		<u>22,211</u>	<u>(7,113)</u>	<u>15,098</u>	<u>133,865</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>79,687</u>	<u>131,622</u>	<u>211,309</u>	<u>77,444</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>101,898</u></u>	<u><u>124,509</u></u>	<u><u>226,407</u></u>	<u><u>211,309</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET
31 MARCH 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	8	-	3,891	3,891	-
CURRENT ASSETS					
Debtors	9	1,756	-	1,756	63
Cash at bank and in hand		100,295	145,162	245,457	218,530
		<u>102,051</u>	<u>145,162</u>	<u>247,213</u>	<u>218,593</u>
CREDITORS					
Amounts falling due within one year	10	(153)	(24,544)	(24,697)	(7,284)
		<u>101,898</u>	<u>120,618</u>	<u>222,516</u>	<u>211,309</u>
NET CURRENT ASSETS					
		<u>101,898</u>	<u>120,618</u>	<u>222,516</u>	<u>211,309</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>101,898</u>	<u>124,509</u>	<u>226,407</u>	<u>211,309</u>
NET ASSETS					
		<u>101,898</u>	<u>124,509</u>	<u>226,407</u>	<u>211,309</u>
FUNDS					
Unrestricted funds	12			101,898	79,687
Restricted funds				124,509	131,622
TOTAL FUNDS					
				<u>226,407</u>	<u>211,309</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET - continued
31 MARCH 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 23 December 2021 and were signed on its behalf by:

S Mathur - Trustee

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The presentation currency of the financial statements is the Pound Sterling (£)

2. ACCOUNTING POLICIES

Basis of preparing the financial statements - going concern basis

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. They are included at the cost to the donor as income and within the appropriate expenditure heading.

The charity will account for any grant income on a matching basis against the appropriate cost in the appropriate period. Grants towards capital expenditure are written off to income over the same period over which the asset is depreciated.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

2. ACCOUNTING POLICIES - continued

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.

Debtors

Debtors are recognised at the settlement amount due

Creditors

Creditors 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 are normally recognised at their settlement amount.

3. INVESTMENT INCOME

	Period 1.7.20 to 31.3.21 £	Year Ended 30.6.20 £
Deposit account interest	6	77
	<u> </u>	<u> </u>

4. NET INCOME/(EXPENDITURE)

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

	Period 1.7.20 to 31.3.21 £	Year Ended 30.6.20 £
Depreciation - owned assets	890	45
Independent examination	780	780
	<u> </u>	<u> </u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 March 2021 nor for the year ended 30 June 2020.

Trustees' expenses

During the year total expenses of £0 (2020: £679) were reimbursed to the Trustees.

KAIROS WOMEN WORKING TOGETHER

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

6. STAFF COSTS

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

	Period 1.7.20 to 31.3.21	Year Ended 30.6.20
CEO	1	1
Service Manager	3	2
Support Worker	2	1
Project Worker	2	2
Housing Practitioner	1	1
Office and Finance Manager	1	-
	<u>10</u>	<u>7</u>

Staff costs were as follows:

	2021 £	2020 £
Salaries	172,852	145,913
Social security	13,363	10,404
Pension contributions	3,348	2,368
	<u>189,563</u>	<u>158,685</u>

No employee received emoluments of more than £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Grants and donations	13,915	338,758	352,673
Investment income	<u>77</u>	<u>-</u>	<u>77</u>
Total	13,992	338,758	352,750
EXPENDITURE ON			
Charitable activities	-	218,885	218,885
NET INCOME	<u>13,992</u>	<u>119,873</u>	<u>133,865</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	65,695	11,749	77,444

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

7.	COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted fund £	Restricted funds £	Total funds £
	TOTAL FUNDS CARRIED FORWARD	<u>79,687</u>	<u>131,622</u>	<u>211,309</u>
8.	TANGIBLE FIXED ASSETS			Fixtures and fittings £
	COST			
	At 1 July 2020			7,374
	Additions			<u>4,781</u>
	At 31 March 2021			<u>12,155</u>
	DEPRECIATION			
	At 1 July 2020			7,374
	Charge for year			<u>890</u>
	At 31 March 2021			<u>8,264</u>
	NET BOOK VALUE			
	At 31 March 2021			<u>3,891</u>
	At 30 June 2020			<u>-</u>
9.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
			2021	2020
			£	£
	Other debtors		-	63
	Prepayments		<u>1,756</u>	<u>-</u>
			<u>1,756</u>	<u>63</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Bank loans and overdrafts (see note 11)	200	-
Social security and other taxes	6,137	1,864
Other creditors	2,675	-
Net wages	336	-
Pensions	1,013	-
Accruals and deferred income	14,336	5,420
	<u>24,697</u>	<u>7,284</u>

11. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	<u>200</u>	<u>-</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

12. MOVEMENT IN FUNDS

	At 1.7.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	79,687	22,211	101,898
Restricted funds			
National Lottery	45,782	(17,416)	28,366
Lloyds Bank Foundation	-	5,527	5,527
29th May 1961 Charitable Trust	-	897	897
Smallwood Trust	8,679	2,961	11,640
St Martin in the Fields	(200)	200	-
Tudor Trust	8,336	8,593	16,929
Trusthouse	10,000	1,490	11,490
Garfield Western Foundation	5,000	(5,000)	-
Passionist Grant	5,929	71	6,000
Noel Buxton Trust	888	(888)	-
Eveson Trust	2,667	(2,083)	584
Field Trust	2,422	(2,422)	-
Henry Smith	3,333	11,089	14,422
Homeless Link	8,582	(7,666)	916
Severn Trent - COVID	2,000	(848)	1,152
CRISIS - COVID	3,699	(3,699)	-
Homeless Link - COVID	24,505	(6,644)	17,861
West Midlands Police Commissioner	-	(5,000)	(5,000)
The Brook Trust	-	15,000	15,000
Mogan & Mogan	-	400	400
Service User Grants	-	(838)	(838)
Vanny Campers	-	120	120
Hilden Charitable Fund	-	(957)	(957)
	<hr/>	<hr/>	<hr/>
	131,622	(7,113)	124,509
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	211,309	15,098	226,407
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	28,366	(6,155)	22,211
Restricted funds			
National Lottery	47,965	(65,381)	(17,416)
Lloyds Bank Foundation	25,000	(19,473)	5,527
29th May 1961 Charitable Trust	5,000	(4,103)	897
Smallwood Trust	20,664	(17,703)	2,961
Heart of England Community Foundation (Jumping Through Hoops small grant)	12,000	(12,000)	-
Coventry Church Municipal Charity	1,500	(1,500)	-
St Martin in the Fields	200	-	200
Tudor Trust	27,000	(18,407)	8,593
Trusthouse	2,786	(1,296)	1,490
Garfield Western Foundation	-	(5,000)	(5,000)
Passionist Grant	-	71	71
Noel Buxton Trust	4,500	(5,388)	(888)
Eveson Trust	-	(2,083)	(2,083)
Field Trust	-	(2,422)	(2,422)
Henry Smith	40,000	(28,911)	11,089
Homeless Link	-	(7,666)	(7,666)
Severn Trent - COVID	-	(848)	(848)
CRISIS - COVID	-	(3,699)	(3,699)
Homeless Link - COVID	49,830	(56,474)	(6,644)
ROSA	4,760	(4,760)	-
West Midlands Police Commissioner	15,000	(20,000)	(5,000)
National Lottery - COVID response	10,000	(10,000)	-
The Brook Trust	15,000	-	15,000
Mogan & Mogan	400	-	400
Service User Grants	5,731	(6,569)	(838)
Amazon	500	(500)	-
The Rhiannon Trust	500	(500)	-
Gowling WLG (UK) Charitable Trust	1,500	(1,500)	-
Vanny Campers	1,000	(880)	120
Hilden Charitable Fund	-	(957)	(957)
	<hr/>	<hr/>	<hr/>
	290,836	(297,949)	(7,113)
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	319,202	(304,104)	15,098

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.19 £	Net movement in funds £	At 30.6.20 £
Unrestricted funds			
General fund	65,695	13,992	79,687
Restricted funds			
National Lottery	-	45,782	45,782
Smallwood Trust	1,329	7,350	8,679
Heart of England Foundation - Tampon			
Tax Community Fund	1,825	(1,825)	-
MIND Side by Side Fund	1,745	(1,745)	-
Coventry Church Municipal Charity	1,500	(1,500)	-
Coventry General Charity	5,000	(5,000)	-
St Martin in the Fields	350	(550)	(200)
Tudor Trust	-	8,336	8,336
Trusthouse	-	10,000	10,000
Garfield Western Foundation	-	5,000	5,000
Passionist Grant	-	5,929	5,929
Noel Buxton Trust	-	888	888
Eveson Trust	-	2,667	2,667
Field Trust	-	2,422	2,422
Henry Smith	-	3,333	3,333
Homeless Link	-	8,582	8,582
Severn Trent - COVID	-	2,000	2,000
CRISIS - COVID	-	3,699	3,699
Homeless Link - COVID	-	24,505	24,505
	<hr/>	<hr/>	<hr/>
	11,749	119,873	131,622
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>77,444</u>	<u>133,865</u>	<u>211,309</u>

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,992	-	13,992
Restricted funds			
National Lottery	95,560	(49,778)	45,782
Lloyds Bank Foundation	25,000	(25,000)	-
29th May 1961 Charitable Trust	5,000	(5,000)	-
Smallwood Trust	27,000	(19,650)	7,350
Heart of England Community Foundation (Jumping Through Hoops small grant)	2,000	(2,000)	-
Heart of England Foundation - Tampon			
Tax Community Fund	-	(1,825)	(1,825)
MIND Side by Side Fund	2,000	(3,745)	(1,745)
Coventry Church Municipal Charity	-	(1,500)	(1,500)
Coventry General Charity	-	(5,000)	(5,000)
St Martin in the Fields	117	(667)	(550)
Tudor Trust	25,000	(16,664)	8,336
Trusthouse	20,000	(10,000)	10,000
Garfield Western Foundation	21,500	(16,500)	5,000
Passionist Grant	6,000	(71)	5,929
Noel Buxton Trust	3,000	(2,112)	888
Eveson Trust	5,000	(2,333)	2,667
Field Trust	5,000	(2,578)	2,422
Henry Smith	20,000	(16,667)	3,333
Homeless Link	10,000	(1,418)	8,582
Severn Trent - COVID	2,000	-	2,000
CRISIS - COVID	5,000	(1,301)	3,699
Homeless Link - COVID	49,831	(25,326)	24,505
Austin Hope & Pilkington	1,000	(1,000)	-
Groundworks	500	(500)	-
Hilcote Trust	5,000	(5,000)	-
Schroeder Trust	2,500	(2,500)	-
Sir Jules Thorn Trust	750	(750)	-
	<u>338,758</u>	<u>(218,885)</u>	<u>119,873</u>
TOTAL FUNDS	<u>352,750</u>	<u>(218,885)</u>	<u>133,865</u>

Restricted Funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

The above restricted funds have been donated for the following specific purposes:

29th May 1961 Charitable Trust	Feeling Safe Project
Amazon	A Home of Her Own project
The Brook Trust	Outreach and Drop-In
Coventry Church (Municipal) Charities	Outreach and Drop-In

KAIROS WOMEN WORKING TOGETHER

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

12. MOVEMENT IN FUNDS - continued

Gowling WLG Charitable Trust	Outreach and Drop-In
Heart of England Community Foundation	Feeling Safe Project
Henry Smith Charity	Organisational Running Costs
Homeless Link	A Home of Her Own project
Homeless Link - COVID-19 Homelessness Response Fund	Support Services during COVID
Lloyds Bank Foundation	Criminal Justice and Prison In-Reach and 1-2-1 Support
Mogan & Mogan	Support to Outreach and Drop In
The National Lottery Community Fund	Feeling Safe Project
The National Lottery Community Fund	Support Services during Coronavirus
The Noel Buxton Trust	Criminal Justice and Prison In-reach
The Rhiannon Trust	Outreach and Drop-In
ROSA's COVID-19 Response Fund	Core Costs
The Smallwood Trust	Coventry Women's Partnership project
The Tudor Trust	Management Salaries
The Tudor Trust Staff Wellbeing Grant	For Kairos Staff Wellbeing
The Trusthouse Charitable Foundation	Support for Core Costs
Vanny Campers	Support Services during Coronavirus
West Midlands Police and Crime Commissioner	Outreach and Drop-in
Baron Davenport Charity	Grants for Service Users
Glasspool Charity Trust	Grants for Service Users
St Martins in the Fields	Grants for Service Users
Newfield Trust	Grants for Service Users
WE Dunn Charitable Trust	Grants for Service Users

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 March 2021.

14. ULTIMATE CONTROLLING PARTY

There is no controlling party.

KAIROS WOMEN WORKING TOGETHER

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021

	Period 1.7.20 to 31.3.21 £	Year En 30.6.20 £	ded
INCOME AND ENDOWMENTS			
Grants and donations			
Grants	319,196	352,673	
Investment income			
Deposit account interest	6	77	
Total incoming resources	319,202	352,750	
EXPENDITURE			
Support costs			
Staff salaries and NI	189,563	158,685	
Insurance	46	1,687	
Telephone and internet	2,476	4,315	
Postage and stationery	1,194	1,102	
Printing	277	629	
Travel and subsistence	2,997	6,256	
Sessional costs	52,893	22,218	
Recruitment	699	2,216	
Training	4,498	2,402	
IT maintenance	2,143	1,131	
External supervision	1,875	1,802	
Rent and room hire	11,099	10,648	
Professional fees	18,771	2,202	
Governance	780	1,190	
Fundraising	-	2,625	
Evaluation	12,513	-	
Admin Costs	1,390	(268)	
Depreciation	890	45	
	<hr/>	<hr/>	
	304,104	218,885	
Total resources expended	304,104	218,885	
	<hr/>	<hr/>	
Net income	15,098	133,865	
	<hr/> <hr/>	<hr/> <hr/>	

This page does not form part of the statutory financial statements