

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

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KAIROS WOMEN WORKING TOGETHER

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FOR THE YEAR ENDED 31 MARCH 2023

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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).

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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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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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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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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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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 into 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 of 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 carry 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.

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.

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
	<hr/> 10	<hr/> 10
	<hr/> <hr/>	<hr/> <hr/>

Staff costs were as follows:

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

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	<hr/> 13	<hr/> -	<hr/> 13
Total	<hr/> 12,732	<hr/> 348,803	<hr/> 361,535
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
EXPENDITURE ON			
Charitable activities	<hr/> 32,023	<hr/> 352,382	<hr/> 384,405
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
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	<u>5,572</u>
DEPRECIATION	
At 1 April 2022	9,857
Charge for year	1,857
Eliminated on disposal	(7,375)
	<hr/>
At 31 March 2023	<u>4,339</u>
NET BOOK VALUE	
At 31 March 2023	<u>1,233</u>
	<hr/>
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/> 82,607	<hr/> 116,500	<hr/> -	<hr/> 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/> 120,930	<hr/> (65,226)	<hr/> -	<hr/> 55,704
TOTAL FUNDS	<hr/> 203,537	<hr/> 51,274	<hr/> -	<hr/> 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
	<u>315,173</u>	<u>(380,399)</u>	<u>(65,226)</u>
TOTAL FUNDS	<u>473,719</u>	<u>(422,445)</u>	<u>51,274</u>

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/> 124,509	<hr/> (3,579)	<hr/> 120,930
TOTAL FUNDS	<hr/> <hr/> 226,407	<hr/> <hr/> (22,870)	<hr/> <hr/> 203,537

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)	-
	<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 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/> 101,898	<hr/> 97,209	<hr/> -	<hr/> 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/> 124,509	<hr/> (68,805)	<hr/> -	<hr/> 55,704
TOTAL FUNDS	<hr/> 226,407	<hr/> 28,404	<hr/> -	<hr/> 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/>

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
	422,445	384,405
Total resources expended	422,445	384,405
Net income/(expenditure)	51,274	(22,870)

This page does not form part of the statutory financial statements