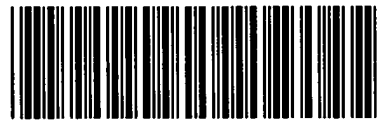


**REPORT OF THE TRUSTEES AND**  
**UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**  
**FOR**  
**KAIROS WOMEN WORKING TOGETHER**

MONDAY



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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.

## **KAIROS WOMEN WORKING TOGETHER**

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

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.

## **KAIROS WOMEN WORKING TOGETHER**

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

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.

## **KAIROS WOMEN WORKING TOGETHER**

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

**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.

## **KAIROS WOMEN WORKING TOGETHER**

### **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

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **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.

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **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

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **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

## **KAIROS WOMEN WORKING TOGETHER**

### **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.

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **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.

## **KAIROS WOMEN WORKING TOGETHER**

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

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

## **KAIROS WOMEN WORKING TOGETHER**

### **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.

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **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 and 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

Albert Hunt

Coventry General Charities

Garfield Western

Henry Smith Charitable Trust

Leigh Trust

Ministry of Justice

Newfield Trust

ROSA

Smallwood Trust

Tudor Trust

AVA In Safe Hands

Brook Trust

Eveson Trust

Grantham York Trust

Hillcote Trust

Lloyds Bank Foundation

National Lottery

Norton Foundation

Sheldon Trust

St Martin in the Fields

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

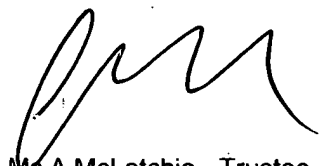
**Independent Examiner**

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

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities.

**KAIROS WOMEN WORKING TOGETHER**

**BALANCE SHEET**  
**31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	10	264	-	264	1,233
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
Amounts falling due within one year	12	(80,572)	(10,455)	(91,027)	(24,710)
<b>NET CURRENT ASSETS</b>		<u>313,122</u>	<u>14,909</u>	<u>328,031</u>	<u>253,578</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>313,386</u>	<u>14,909</u>	<u>328,295</u>	<u>254,811</u>
<b>NET ASSETS</b>		<u>313,386</u>	<u>14,909</u>	<u>328,295</u>	<u>254,811</u>
<b>FUNDS</b>	13				
Unrestricted funds				313,386	199,107
Restricted funds				14,909	55,704
<b>TOTAL FUNDS</b>				<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

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- 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 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	120,990	68,272
Net cash provided by operating activities		120,990	68,272
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		-	(792)
Interest received		2,555	770
Net cash provided by/(used in) investing activities		2,555	(22)
<b>Change in cash and cash equivalents in the reporting period</b>		123,545	68,250
<b>Cash and cash equivalents at the beginning of the reporting period</b>		278,066	209,816
<b>Cash and cash equivalents at the end of the reporting period</b>		401,611	278,066

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 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	73,484	51,274
<b>Adjustments for:</b>		
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
	<hr/>	<hr/>
<b>Net cash provided by operations</b>	<b>120,990</b>	<b>68,272</b>
	<hr/>	<hr/>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

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

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	<u>1,000</u>	<u>1,000</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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Grants and donations	157,776	315,173	472,949
Investment income	770	-	770
<b>Total</b>	<b>158,546</b>	<b>315,173</b>	<b>473,719</b>
 <b>EXPENDITURE ON</b>			
Charitable activities	42,046	380,399	422,445
 <b>NET INCOME/(EXPENDITURE)</b>	<b>116,500</b>	<b>(65,226)</b>	<b>51,274</b>
 <b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	82,607	120,930	203,537
 <b>TOTAL FUNDS CARRIED FORWARD</b>	<b>199,107</b>	<b>55,704</b>	<b>254,811</b>

**10. TANGIBLE FIXED ASSETS**

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

**KAIROS WOMEN WORKING TOGETHER**

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

<b>11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	<b>2024</b>	<b>2023</b>
	£	£
Debtors	11,428	-
Other debtors	819	-
Prepayments	5,200	222
	<u>17,447</u>	<u>222</u>
<b>12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	<b>2024</b>	<b>2023</b>
	£	£
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 £
<b>Unrestricted funds</b>			
General fund	177,107	114,279	291,386
Designated property fund	22,000	-	22,000
	<hr/>	<hr/>	<hr/>
	199,107	114,279	313,386
<b>Restricted funds</b>			
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
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	182,205	(67,926)	114,279
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
General fund	82,607	116,500	(22,000)	177,107
Designated property fund	-	-	22,000	22,000
	<u>82,607</u>	<u>116,500</u>	<u>-</u>	<u>199,107</u>
<b>Restricted funds</b>				
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
	<u>120,930</u>	<u>(65,226)</u>	<u>-</u>	<u>55,704</u>
<b>TOTAL FUNDS</b>	<u>203,537</u>	<u>51,274</u>	<u>-</u>	<u>254,811</u>

**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 £
<b>Unrestricted funds</b>			
General fund	158,546	(42,046)	116,500
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>Restricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	340,751	(109,972)	230,779
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Grants and donations</b>		
Grants	548,025	472,949
Commission	2,479	-
	<hr/> 550,504	<hr/> 472,949
<b>Investment income</b>		
Deposit account interest	2,555	770
	<hr/> 553,059	<hr/> 473,719
<b>Total incoming resources</b>		
	<hr/>	<hr/>
<b>EXPENDITURE</b>		
<b>Support costs</b>		
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/> 479,575	<hr/> 422,445
<b>Total resources expended</b>	<hr/> 479,575	<hr/> 422,445
	<hr/>	<hr/>
<b>Net income</b>	<hr/> 73,484	<hr/> 51,274

This page does not form part of the statutory financial statements