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

Walker Thompson Ltd
Accountants and Registered Auditors
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KAIROS WOMEN WORKING TOGETHER

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FOR THE YEAR ENDED 31 MARCH 2025

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KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

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

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

KAIROS WOMEN WORKING TOGETHER

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

OBJECTIVES AND ACTIVITIES

Aims and Objectives

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

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

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

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

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

Our Values

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

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

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

Our Approach

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

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

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

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

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

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

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

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

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

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OBJECTIVES AND ACTIVITIES

Significant activities

Services

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

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

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

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

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

Key Activities Across Services:

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

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OBJECTIVES AND ACTIVITIES

Public Benefit

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

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OBJECTIVES AND ACTIVITIES

Volunteers

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

Long-Term Aims, Objectives, and Performance Measurement

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

Long-Term Aims

More Women Achieving Transformational Outcomes That Last

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

Women with Lived Experience Proactively Centred in All We Do

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

Advocacy for Women at Local, Regional, and National Levels

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

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

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

Well-Resourced, Efficient, and Sustainable Organisation

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

Objectives for 2024-2025

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

Reviewing Service Provision and Outcomes

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

Increasing Women's Participation

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

Strengthening Partnerships, Advocacy and Influencing

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

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OBJECTIVES AND ACTIVITIES

Embedding Outcomes Monitoring and Staff Development

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

Securing Sustainable Funding

Explore additional income streams and partnerships to enhance organisational resilience.

Measuring Success

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

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

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

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

STRATEGIC REPORT

Achievements and performance

Charitable activities

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

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

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

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

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

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

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Feeling Safe:

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

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

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

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

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

Aspire:

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

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

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

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

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

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

A Home of Her Own:

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

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

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

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

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

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

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

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Women's Justice:

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

The Women's Justice service uses the Justice Star

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

Wonder Women Wednesdays:

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

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

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

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Blossoms:

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

Feedback From Women We Supported

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

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

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

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

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

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

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

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

STRATEGIC REPORT

Achievements and performance

Fundraising activities

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

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

Financial review

Financial Position

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

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

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

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

Ministry of Justice £163,819

National Lottery £113,950

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

Principal Funding Sources

Coventry City Council

Smallwood Trust

Newfield Trust

Eveson Trust

Albert Hunt

Ministry of Justice

ROSA

DWP

Family Action

National Lottery

Heart of England

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

Investment policy

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

Reserves policy

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

KAIROS WOMEN WORKING TOGETHER

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

STRATEGIC REPORT

Plans for Future Periods

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

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

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

Securing Long-Term Premises (Women's Hub)

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

Strengthening Fundraising and Financial Resilience

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

Improving Data, Learning and CRM Infrastructure

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

Policies, Procedures and Governance

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

Organisational Identity and Positioning

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

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

KAIROS WOMEN WORKING TOGETHER

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

STRATEGIC REPORT

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

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

Strategic Planning for 2026-2031

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

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

Charity constitution

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

Recruitment, appointment, induction and training of Trustees

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

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

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

KAIROS WOMEN WORKING TOGETHER

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

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

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

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

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

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

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

Decision making

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

KAIROS WOMEN WORKING TOGETHER

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Partnerships

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

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

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

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

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

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

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

KAIROS WOMEN WORKING TOGETHER

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

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

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

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

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

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07254667 (England and Wales)

Registered Charity number

1136695

Registered office

Old Grammar School
31 Silver Street
Coventry
CV1 1HP

KAIROS WOMEN WORKING TOGETHER

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

Trustees

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

Company Secretary

Ms D H Alwan

Independent Examiner

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

Bankers

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

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

Ms A C Lockhart - Trustee

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Christopher John Irvine FCCA
The Association of Chartered Certified Accountants

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

19 December 2025



KAIROS WOMEN WORKING TOGETHER

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

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

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

KAIROS WOMEN WORKING TOGETHER

BALANCE SHEET 31 MARCH 2025

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

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

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

The trustees acknowledge their responsibilities for

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

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

A C Lockhart - Trustee

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

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

The notes form part of these financial statements

KAIROS WOMEN WORKING TOGETHER

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

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

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

2. ANALYSIS OF CHANGES IN NET FUNDS

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

KAIROS WOMEN WORKING TOGETHER

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

1. GENERAL INFORMATION AND BASIS OF PREPARATION

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

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

2. ACCOUNTING POLICIES

Basis of preparing the financial statements - going concern basis

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

Income

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

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

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

Expenditure

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

Tangible fixed assets

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

Fixtures and fittings - Straight line over 3 years

Taxation

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

Fund accounting

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

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

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

KAIROS WOMEN WORKING TOGETHER

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

2. ACCOUNTING POLICIES - continued

Fund accounting

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

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Debtors

Debtors are recognised at the settlement amount due

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

3. GRANTS AND DONATIONS

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

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

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

4. INVESTMENT INCOME

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

KAIROS WOMEN WORKING TOGETHER

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

5. CHARITABLE ACTIVITIES

Charitable expenditure

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

6. NET INCOME/(EXPENDITURE)

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

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

7. TRUSTEES' REMUNERATION AND BENEFITS

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

KAIROS WOMEN WORKING TOGETHER

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

7. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

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

8. STAFF COSTS

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

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

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

Staff costs were as follows:

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

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

KAIROS WOMEN WORKING TOGETHER

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

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

10. TANGIBLE FIXED ASSETS

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

KAIROS WOMEN WORKING TOGETHER

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

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

13. MOVEMENT IN FUNDS

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

KAIROS WOMEN WORKING TOGETHER

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

13. MOVEMENT IN FUNDS - continued

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

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

KAIROS WOMEN WORKING TOGETHER

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

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

KAIROS WOMEN WORKING TOGETHER

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

13. MOVEMENT IN FUNDS - continued

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

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

KAIROS WOMEN WORKING TOGETHER

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

13. MOVEMENT IN FUNDS - continued

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

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

KAIROS WOMEN WORKING TOGETHER

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

13. MOVEMENT IN FUNDS - continued

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

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

KAIROS WOMEN WORKING TOGETHER

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

13. MOVEMENT IN FUNDS - continued

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

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

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

14. RELATED PARTY DISCLOSURES

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

KAIROS WOMEN WORKING TOGETHER

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

15. ULTIMATE CONTROLLING PARTY

There is no controlling party.

KAIROS WOMEN WORKING TOGETHER

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

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

This page does not form part of the statutory financial statements