

# CAMBRIDGE WOMEN'S AID

England & Wales · Charity number 1137602

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [07263026](#)

**Registered** 2010-08-26

**Register** [View on the Charity Commission register](#)

## Contact

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## Activities

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**Objects:** (1) TO RELIEVE THE DISTRESS AND SUFFERING OF WOMEN AND CHILDREN WHO HAVE SUFFERED OR ARE EXPOSED TO DOMESTIC VIOLENCE;(2) TO RELIEVE THE AFOREMENTIONED WOMEN AND CHILDREN IN NEED BY MAKING GRANTS OF MONEY OR PROVIDING OR PAYING FOR ITEMS, SERVICES OR FACILITIES AND BY THE PRESERVATION AND PROTECTION OF THEIR MENTAL AND PHYSICAL HEALTH IN SUCH WAYS AS SHALL CONTRIBUTE TO RELIEVING THEIR NEED;(3) TO EDUCATE THE PUBLIC AND PARTNER AGENCIES IN THE CAUSES AND EFFECTS OF DOMESTIC VIOLENCE AND THE PREVENTION THEREOF, AND TO UNDERTAKE OR CONTRIBUTE TO RESEARCH INTO SUCH MATTERS AND TO PUBLISH THE RESULTS OF SUCH RESEARCH WHERE CONSIDERED APPROPRIATE

**Activities:** Provision of services to women and children affected by domestic abuse. Services include advice, support and safe accommodation.

## Classification

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- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Accommodation/housing, Other Charitable Purposes
- **Who:** Other Defined Groups

## Geography

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

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£605,382	£640,333	£652,797	14
2024-03-31	£580,203	£621,298	£687,748	10
2023-03-31	£671,380	£628,269	£728,843	11
2022-03-31	£678,099	£590,162	£685,732	14
2021-03-31	£733,169	£564,353	£597,795	12

**CAMBRIDGE WOMEN'S AID**

England & Wales - Charity number 1137602

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# Accounts

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Company registration number: 07263026

Charity registration number: 1137602

# Cambridge Women's Aid

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

**Cambridge women's aid**  
Supporting women & children since 1977

Burdett King Accountancy Limited  
8 The Hamiltons  
Newmarket  
Suffolk  
CB8 0NF

## Cambridge Women's Aid

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## Cambridge Women's Aid

### Reference and Administrative Details

<b>Charity Registration Number</b>	1137602
<b>Company Registration Number</b>	07263026
<b>Registered Office</b>	The charity is incorporated in England. The Maple Centre 6 Oak Drive Huntingdon PE29 7HN
<b>Independent Examiner</b>	Burdett King Accountancy Limited 8 The Hamiltons Newmarket Suffolk CB8 0NF

# Cambridge Women's Aid

## Trustee's Report

The trustees of Cambridge Women's Aid, who are also directors of the charity for the purposes of the Companies Act 2006, are pleased to present their Annual Trustees' Report, together with the financial statements of the charity for the year ending 31 March 2025. These are prepared to meet the requirements 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).

### OBJECTIVES AND ACTIVITIES

#### History and Charitable Purpose

Cambridge Women's Aid (CWA) offers information, advice and practical as well as emotional support to women affected by domestic abuse. The charity also provides safe and secure accommodation to women and children in need of a place of safety.

The charity's constitution was established in 1977 with the following objectives:

- To relieve the distress and suffering of women and children who have suffered or are exposed to domestic violence.
- To relieve the aforementioned women and children in need by making grants of money or providing or paying for items, services or facilities, and by the preservation and protection of their mental and physical health in such ways as shall contribute to relieving their need.
- To educate the public and partner agencies in the causes and effects of domestic violence and the prevention thereof, and to undertake or contribute to research into such matters and publish the results of such research where considered appropriate.

#### Significant activities

Throughout the year, CWA provided a range of high-quality support services to women and children affected by domestic abuse, through its safe refuge and its community based services. We delivered:

- Safe refuge accommodation to 38 women and 51 children;
- Ongoing outreach support to 105 women in the community; and one-off advice to an additional 348 survivors, professionals and third-parties.
- Direct support and specialist advice to local professionals, including help to find and access refuge space;
- Remodelled and adapted the Ask Me project into shorter and more accessible Domestic Abuse Awareness Workshops for the community.
- Free training for 50 new participants in the remodelled Domestic Abuse Awareness Workshops
- Further training, support and expertise on domestic abuse to: Cambridge City Council, Cambridge Housing Society, medical students at the University of Cambridge, Anglia Ruskin University, local political and community groups, the Office of the Police and Crime Commissioner, the national Domestic Abuse Commissioner, the Women's Homelessness Action Group.

# Cambridge Women's Aid

## Trustee's Report

### Social investments

As a long-established local charity and grassroots organisation, CWA is firmly rooted in our community. The strong support and goodwill we receive from Cambridge community groups, businesses, and institutions reflects the value we bring to both the city and the wider county. We are a Living Wage employer, committed to hiring local people, developing their skills, and providing supportive pathways into employment for several current and former service users. We also play a key role in directing practical and financial resources into the area, whether by distributing donated funds and goods or by securing grants and central government funding to invest back into the community.

Although we benefit from the flexibility and strengths that come with being an independent organisation with our own governance and decision-making structures, we also remain an active part of the national Women's Aid Federation England network. This affiliation enables us to draw on robust shared standards of best practice and provides a stronger platform from which to raise issues, contribute to research, and advocate for positive change at a national level.

It is vital that small, specialist services rooted in their communities have their voices heard by decision makers. Throughout the year, we contributed to national surveys and consultations, sharing evidence and insights with Women's Aid and with the Domestic Abuse Commissioner to highlight the challenges facing survivors and the sector.

CWA values strong relationships with other organisations and aims to share our expertise generously whenever it supports our service users. We recognise the vital role of multi-agency collaboration in tackling domestic abuse. To help deliver a fully coordinated response, we have remained actively engaged throughout the year in numerous partnerships and professional networks, including:

- Cambridgeshire and Peterborough Women's Consortium
- Cambridge Women and Homelessness Action Group
- The Cambridgeshire Domestic Abuse and Sexual Violence Partnership Governance Board and Operations Board.
- Crossing Pathways, bringing together domestic abuse services and health
- National Working Group on Domestic Abuse and Cancer
- Changing Futures Programme board, addressing systems issues for those facing multiple disadvantage
- Cambridge City Council Domestic Abuse conference

### Public Benefit statement

The Trustees believe the activities of Cambridge Women's Aid (CWA) continue to comply with Section 4 of the Charities Act 2011 with regard to public benefit. The information about the public benefit provided by CWA is set out in this report.

### Volunteers

CWA is immensely grateful for the countless volunteer hours contributed by generous individuals in our community, who tirelessly gather and deliver essential toiletries, clothing, household items, food, toys, vouchers, and financial donations for our service users, as well as providing activities within the refuge. We deeply appreciate the continued support of individuals, church groups, businesses, colleges, students, Women's Institutes, Mothers' Unions, and Soroptimists, whose contributions make a significant difference.

# Cambridge Women's Aid

## Trustee's Report

### ACHIEVEMENT AND PERFORMANCE

#### Charitable activities

The main areas of charitable activity in this period were:

- Providing in-depth, needs-led support to women and children living in the refuges
- Offering one-to-one support and advice, through the outreach project, to women living in the community
- Revising our free community domestic abuse awareness training to increase accessibility
- Development of new services needed to meet the needs of survivors to come online in 2025/26
- Producing a new Effective Responses to Domestic Abuse programme
- Working with survivors to co-produce a new group work support programme, Beyond Survival, for women living in the refuge and using the Outreach Service.
- Developing our use of technology in delivering support through platforms such as Mentimeter
- Generating opportunities for women to come together for connection, solidarity and opportunities to influence positive change, through events such as our annual Survivor's Conference
- Collecting, storing and distributing donated items to women in need, as well as providing practical support and items for moving on from refuge into new homes
- Providing training and awareness-raising within the community and sharing expertise with other professional organisations

#### Safe refuge for women

CWA offers a high standard of modern refuge accommodation to women who are at risk of harm due to domestic abuse and need safe and supported accommodation. This service is funded by rent charges and by Cambridgeshire County Council. In the year up to March 2025 we maintained an 83% occupancy rate across the year, accommodating 38 women and the 51 children they had with them. In addition, 28 women and 57 children benefited from ongoing resettlement support during the year. The average stay in refuge was 144 days which was slightly up from the previous year. The length of stay for those living in refuge at any point during the year was as follows:

< 1 month	8
1 – 2 months	7
2 – 3 months	5
3 – 4 months	2
4 – 6 months	3
6 – 8 months	4
8 – 12 months	7
> 12 months	2

## Cambridge Women's Aid

### Trustee's Report

Each woman was assigned a Refuge Support Worker upon arrival, who helped her settle into the refuge, consider her options, identify her needs, and develop a personalised support plan. We assisted women with a broad range of needs, including accessing essentials such as food, clothing and money; ensuring they received the correct benefits; providing information about their legal rights; arranging childcare and school places for their children; and planning for the future. Some women were able to move on quickly into accommodation of their choice, while others stayed for longer periods as we supported them in securing permanent housing.

*“To be honest they support me in every matter and loved us like family” – former refuge resident*

Throughout the year, we continued to put effort into making our services as accessible as possible for women with multiple barriers to seeking support, through our designated Access Fund. We are one of the few refuges who can consider accepting women with no recourse to public funds, which we do on a case-by-case basis, and we receive a relatively high number of this type of complex referral. We have worked hard this year to build our capacity to accept more referrals of women with complex situations, and this has ensured that we are maximising the use of our available refuge space.

We were delighted to welcome back a highly skilled and experienced former colleague, who returned to CWA to take up the post of Refuge Manager after several years in a management role elsewhere. She succeeds our long-standing Refuge Manager, who retired after twenty years of exceptional service. This role carries significant responsibility, and we have been extremely fortunate to benefit from the dedication, expertise, and genuine care demonstrated by our previous manager. We are equally reassured to have appointed a successor who embodies these same values and standards.

During this period of transition, we also said farewell to two other highly valued members of staff. We were, however, able to recruit two new Support Workers and a new Children's Worker. This strong and committed team has continued to deliver the high-quality support that remains central to our mission.

#### Other Challenges

- Building maintenance remained difficult, with changes in contractors causing delays to essential repairs which impacted on our occupancy rates for the year.
- Accessing wider community services, particularly specialist mental health support for women with complex PTSD, continues to be a significant challenge. Clear referral pathways are lacking, and women are often redirected back to us, requiring sustained advocacy at every stage. These barriers are further compounded for women for whom English is a second language.

#### Successes

- We maintained strong working relationships with local schools, ensuring timely access to school places for children.
- We expanded our group work offer, including launching the *Beyond Survival* workshops in the spring to test and refine content ahead of the full programme planned for the summer. We also continued to offer creative arts and crafts sessions that support wellbeing and connection.
- We provided a comprehensive move-on support service for families resettling from the refuge. In addition to ongoing emotional and practical support, we supplied carpets, furniture, and essential household goods—support that was warmly welcomed and made a meaningful difference to the families' transitions.
- We provided a photoshoot for all families in the refuge for individual family Mother's Day portraits thanks to a volunteer photographer.

In September 2024, Women's Aid England and the Home Office opened the second round of their Emergency Fund for survivors fleeing domestic abuse, and once again we were successful in applying for significant direct grants for several women, to help them re-build their lives.

## Cambridge Women's Aid

### Trustee's Report

*“The most helpful thing about the refuge has been... time to feel like myself again, space to feel free” – former refuge resident*

We have kept developing and strengthening our knowledge through continuing professional development, and building our relationships with other specialist organisations, in order to advise, support and refer women effectively according to their needs and circumstances. Throughout the year, staff across the organisation undertook training in areas such as

- Health and Safety
- Vicarious Trauma Training
- First Aid
- Safeguarding
- Economic Abuse
- Child Neglect
- Immigration and Housing
- Measuring Outcomes
- Non-fatal strangulation
- Homicide Timeline
- Homelessness and temporary accommodation

*“I am grateful for the extraordinary work that women do, they are helping our emotions, financials, self-esteem, protection, housing, moving plan for future etc....” – former refuge resident*

We were grateful for an outpouring of goodwill and support at Christmas and received toys to give out to children from the Star Radio ‘Giving Tree’ Appeal, as well as donations of food, vouchers, pantomime tickets and money to support families in refuge at this time of year. With our successful Christmas voucher fundraising appeal, our generous donors in the community directly helped families in refuge to buy their chosen food and gifts to celebrate Christmas. We also put on a successful Christmas party for residents and families who had recently left the refuge, with an appearance from Santa who brought each child a lovely gift.

#### **Safe refuge for children**

The children’s service focuses on keeping children safe and helping families rebuild their lives after abuse. The team works closely with each family to make the transition into refuge as smooth as possible. They welcome children into a safe environment, help them access health care, enrol in school or nursery, and connect with community resources. They also create opportunities for play, emotional support, and family outings that bring moments of joy during a difficult time. Children’s Team workers advocate fiercely for families and liaise with professionals and statutory services to ensure every child receives the care and protection they need. Over the year, the refuge became a safe haven for 51 children, most of them under the age of 10.

Daily play sessions in the art room gave children the freedom to laugh, create, and form friendships, as well as building trust with support workers. Friday fun sessions, led by enthusiastic student volunteers, continued to be a highlight of the week. Children eagerly looked forward to face-painting, drama, and group games provided by student volunteers during Friday fun sessions. Half-term breaks brought bowling, cinema trips, pumpkin carving, museum visits, and action-packed activity camps funded through the Holiday Activity Fund, and the team worked hard to fill the summer holidays with seaside adventures, amusement parks, miniature train rides, and water play in the garden. Generous donations helped us to make Christmas magical once again, and the children loved opening their presents, taking a trip to the pantomime and having visits from Santa and her elf. These experiences restore a sense of normality and hope, reminding children that happiness and safety are possible.

# Cambridge Women's Aid

## Trustee's Report

We are grateful to several organisations and generous donors which help us to meet the needs of children living in refuge and those moving on to their new home. This support helped us to ensure that the children coming through the refuge have essential items for home, learning and playing so that they can thrive.

### Outreach Service

The Cambridge Women's Aid Outreach Service offers a free and confidential service based in the community, offering in-depth, tailored emotional and practical support to women subjected to domestic abuse. As well as supporting survivors directly, outreach workers frequently offer advice to professional and personal supporters in a survivor's life. The Outreach service was funded thanks to contributions from South Cambridgeshire District Council and Cambridge City Councils, as well as through other grants and donations. Despite financial constraints, the project achieved significant outcomes and provided high social value to the community.

Across the year 2024-25, we received 80 new referrals for ongoing outreach support, with over 95% of these being self-referrals. This shows a trend over the past two years towards women contacting us for support directly rather than being referred by other agencies such as police and IDVA services, which used to be more common. Intensive ongoing support from outreach workers helped women to achieve major housing outcomes such as avoiding eviction, securing social housing, or removing perpetrators from homes. Staff also responded to 348 one-off enquiries through the navigation service, guiding survivors and professionals to housing, mental health, and legal aid resources. At the end of their support, 95% of survivors reported feeling safer.

*"I am so so grateful for your knowledge, your emails, and the step-by-step help you gave me thru those initial stages of leaving and applying for a non-molestation order, and then housing. It was a lifesaver."*— Survivor supported through outreach and housing advocacy

We were delighted that we were able to unlock over £23,000 in additional funds to distribute directly to survivors this year through the Home Office/Women's Aid Flee Fund. Women used this money to enable them to flee abusive partners, or to maintain their freedom from an abuser by covering key essentials such as deposits for housing. We continued distributing grants to women through our 'Fun Fund', made possible by a generous private donation, enabling families to enjoy activities they might not otherwise be able to afford and helping mums create lasting memories for their children. A particular highlight of the year was Christmas 2024, when we were once again able to give out vouchers, gifts, and panto tickets, allowing women and their children to fully enjoy the festive season.

We made a decision to wind down the Moving Forward mental health support group which we had been delivering in partnership with the Group Therapy Centre. We began a process of developing new ideas for group work which will better meet women's needs and impact a greater number of survivors. Following a review and feedback from survivors, we are planning to offer new group work sessions in 2025/6 based on the 'Power to Change' programme called Beyond Survival.

The funding environment for the outreach project remained challenging this year. As an uncommissioned service, despite appreciated support from funders such as our local district councils, we continued to operate with a significant financial shortfall which forced us to rely on reserves and seek extra funding. A bid to the National Lottery to meet our cost of living increased costs was unsuccessful, though we later secured some welcome additional funding from other sources which helped. Demand for our services remained high, and survivors continued to face worsening systemic barriers such as lack of legal aid, high debts, and long waiting lists for other services. This transferred pressure onto our service to meet the welfare needs of survivors in increasingly difficult situations, and alongside rising staff costs this contributed to the financial pressure on the service. Despite these challenges, the team offered lifesaving emotional and practical support to survivors of domestic abuse, delivered critical safety interventions, and strengthened multi-agency responses.

*"If not for your email, I know I would have gone on living my everyday life because I didn't have the headspace to make a new plan. Thank you for your calls and experience in recognising abuse, and for communicating with me during a critical time. You changed the course of my life and gave me clear steps when I was feeling caged and trapped."* - Survivor reflecting on crisis intervention

## Cambridge Women's Aid

### Trustee's Report

We are always keen to work in solidarity with survivors to elevate their lived experiences in a way that challenges injustice and contributes to system change. We held our annual Survivor's Conference at St Catharine's College in March 2025, with women joining conversations on topics such as the family court, police and health, sharing their experiences and their views on what needs to change to achieve justice and safety for survivors. After lunch there were wellbeing activities including a relaxing yoga session and an 'angry stitching' banner-making session. We would like to give special thanks to all of the survivors who took part in the conference and who contributed to the large CWA – Stronger Together banner that now hangs proudly in our outreach office.

*"It made me consider how far but paradoxically how much further we have to go to get safe outcomes in the courts, understanding and support from the police and equality for us against the casual misogyny we encounter every day in trying to provide safety and security for ourselves" - survivor's conference attendee*

In December 2024, we celebrated the long-awaited opening of our new outreach office in Cambridge city. We put lots of effort into furnishing and decorating to make it into a bright and welcoming space and developing policies for the new building. We were grateful for financial support from a benefactor that allowed us to do this. Being in a shared space again after many years of remote working has unlocked many exciting new projects and possibilities, such as a planned Legal Support Project to address the urgent need for accessible legal advice among women experiencing domestic abuse, and the Lotus Garden project, an initiative aimed at supporting women who have moved on from a domestic abuse refuge into their new homes. Through this project, we will be seeking to offer each woman a selection of plants to brighten her new home and provide a nurturing, hopeful start in her new life. We are looking forward to settling into our new space and planning new events and groups to bring it to life.

We continued to spend significant time supporting women to make sense of the support pathways they have been offered by other local services. We also provided significant support to women who felt let down by the lack of help they hoped statutory services would provide to them. We continued to work with other agencies to ensure they were made aware of the improvements that would significantly make a difference to the women we support.

Locally, we are fortunate that the two main district councils we worked with, Cambridge City Council and South Cambridgeshire District Council, both had their Domestic Abuse and Housing Alliance accreditation. We appreciated the importance the councils placed on ensuring a good response to those experiencing domestic abuse.

#### Community Engagement

Research shows that communities are often the first to know about abuse, and that they can act as either gate openers or gate closers for a survivor seeking help. Cambridge Women's Aid has continued to develop work around education, prevention and community engagement to improve responses to domestic abuse in our area.

This year, our Ask Me project came to an end, and after some time for re-design and development, we re-launched our community offer as the Empowerment Collective in January 2025. We have used survivor and community feedback to create a shorter and more accessible format, and since the launch have delivered awareness training to 50 participants. We plan to work with Cambridgeshire Deaf Association over the coming year to develop accessible videos of the awareness training going forward. We have also developed and piloted a 12-week empowerment programme for survivors of domestic abuse called Beyond Survival and have begun adapting the programme for community-based delivery.

*"Excellent, impactful training. Very practical. Really learned a lot, and increased my knowledge and confidence in supporting people going through this."*

# Cambridge Women's Aid

## Trustee's Report

### Organisational Development

We have given special attention to developing the board of trustees this year. We were delighted to welcome two highly skilled and experienced new trustees onto the board, and this gave us a good opportunity to run refresher training for all board members, as well as developing clear role descriptions, holding a skills audit, and updating our induction pack to ensure that new trustees have all the information they need from the very start. We have also trialled a different structure for meetings, alternating non-reporting meetings with formal reporting meetings, to provide greater opportunities for board training, connection and informal updates.

In November we held an away day for senior staff and trustees to lay the groundwork for a strategic review and strategy-setting process. We commissioned a facilitator to hold the space and guide us through an in-depth conversation around this. We hope to build on this work going into next year.

We were pleased to welcome a new Finance worker in the Autumn who has helped immensely with increasing capacity and moving our financial record-keeping system onto QuickBooks. This will save work in the long-run and increase ease and efficiency of financial reporting.

### FINANCIAL REVIEW

#### Principal funding sources

The charity's main sources of funds come from Cambridgeshire County Council, which funds the support to women living in the refuge. We receive additional funding from Cambridge City Council and South Cambridgeshire District Council towards our Outreach Project. A considerable proportion of income is received as rent from the residents of the two refuges, mainly from Housing Benefit. The charity also receives grant funding for specific projects, as well as general donations from individuals and organisations who support the work of CWA.

In the past year, we received a significant donation from The Thompson Family Trust to support the work we do with children affected by domestic abuse. We are indebted to them for their generosity and support. This donation has been restricted to ensure we can meet the needs of families moving on with their lives. We are grateful to a number of other groups, businesses and individuals in our community who contacted us with offers of help and donations, which we valued highly.

We would also like to acknowledge the support we received from Star Radio, who ran a campaign to ensure that we could give out Christmas presents to every child we support. We are always touched by the depth of generosity from so many local groups and individuals at Christmas, and 2024 was no different – we would like to thank everyone who helped to make this time of year special for women and children using our service.

We are also grateful to those individuals and organisations who so kindly donated vital items to the charity throughout the year. The clothes, toys, household items, toiletries and furniture we received provided a much appreciated source of support to the service users.

#### Reserves policy

The trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission and believe that reserves should be at a level to ensure the charity can run efficiently and cover perceivable risk factors that may arise. CWA undertakes an annual risk assessment which influences the reserves policy.

The trustees believe that the charity should hold financial reserves to:

1. Be able to run effectively and be able to meet the needs of the beneficiaries
2. Protect the organisation and be able to continue operating despite damaging events
3. Fund necessary development of services

## Cambridge Women's Aid

### Trustee's Report

4. Meet all financial obligations such as lease commitments

The trustees are of the opinion that the minimum level of unrestricted free reserves held should be the sum total of the following

- The equivalent of one month's running costs
- Lease commitments
- Staff redundancy costs (to be reviewed annually) and other staff related financial obligations
- Adherence to all obligations under the Equality Act 2010 and other statutory requirements
- An emergency fund (contingency costs in case of an emergency)

This equates to £191,012 for the financial period ending 31 March 2025. This amount is within our policy of holding less than 6 months running costs as free reserves at any given time.

As at 31 March 2025, CWA holds £199,427 as free reserves.

#### PLANS FOR THE FUTURE

Looking to the future, we are:

- Continuing to work with a bidwriter to obtain more sustainable funding for the outreach services, the Empowerment Collective and development of the organisation.
- Developing the services that we can offer from our Community Hub.
- Piloting the Legal Support Project to ensure that women who cannot access Legal Aid benefit from free support when using the Family court
- Delivering the Beyond Survival groups to women using the Outreach service or living in Refuge
- Increasing accessibility to our service through extending our use of Live chat
- Developing our Effective Responses programme to include those who are deaf and speakers of other languages.
- Developing the board of trustees by carrying out a skills audit and recruiting/inducting new members, to bring in new skills and perspectives to benefit the charity and drive forward our vision and mission.
- Undertaking a piece of work to refine reporting to the board against set targets
- Lending our expertise to local partners seeking to improve their response to domestic abuse through improved policies, procedures and training.

# Cambridge Women's Aid

## Trustee's Report

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing document

CWA is a charitable company limited by guarantee not having share capital. The company was created under a Memorandum of Association which established the objects and powers of the charitable company, and is governed under its Articles of Association.

#### Statement of Trustees' Responsibilities

CWA is governed by a board of trustees, whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, and the establishment of policy. The trustees are also the directors of Cambridge Women's Aid for the purposes of company law.

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the charitable company's financial activities during the year and of its financial position at the end of the year. In preparing financial statements the trustees should:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The charity accounts for 2023/24 were filed late with the Charity Commission and Companies House during 2024/25. These delays were a result of a change in accounts staff, accounts system and accountant. With full Board input, CWA has addressed these issues and have had a new bookkeeper in place since autumn 2024, implemented a new accounting system, and have replaced the accountant with a charity specialist with significant experience. Accounts will be filed on time for 2024/25 and in future years.

Insofar as the trustees are aware:

- There is no relevant audit information of which the charitable company's accountants are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

#### Management of the organisation

The trustees of Cambridge Women's Aid are responsible for the charity. They delegate the day to day running of the charity to paid workers. The workers work collaboratively and all workers work at a high level, taking responsibility for their own area of work. The Chief Executive Officer is responsible for the overall management of the charity, particularly the strategic and resource aspects. The senior Refuge Worker is responsible for the refuge. All senior workers support and oversee the Outreach and community work. The other workers are all responsible to the senior workers.

## Cambridge Women's Aid

### Trustee's Report

Senior workers meet with the trustees quarterly. Workers communicate every day and keep each other informed of their work, particularly any challenges or concerns. Workers meet regularly for formal case reviews and to discuss CWA business. Workers offer each other a high level of support and opportunities to reflect and share good practice. Workers also have access to an external counsellor for in-depth clinical supervision.

CWA has a minimum of three trustees. They also act as directors of the company. All trustees are women and are selected for their skill and experience that both represent and benefit the service users. CWA has developed a trustee recruitment pack and a process setting out application, interview and selection. Women can be co-opted on to the Board by a majority vote of the current trustees. All trustees give their time on a voluntary basis and do not receive any remuneration from CWA. The CWA Trustee Information and Recruitment Pack sets out the trustee's job description, authority, responsibilities and induction.

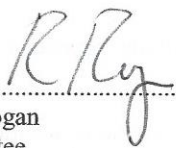
#### Commencement of Activities

The charity commenced activities on the 1 October 2010 following the transfer of activities and net assets from Cambridge Women's Aid (registered charity number 273867) on the 30 September 2010.

#### Affiliations and Related Parties

Cambridge Women's Aid is an independent charity and a full member of Women's Aid Federation England.

The annual report was approved by the member of the charity on 24 December 2025 and signed on its behalf by:

  
.....  
R Rogan  
Trustee

## Cambridge Women's Aid

### Independent Examiner's Report to the trustee of Cambridge Women's Aid ('the Company')

I report to the charity trustee 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 trustee 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 the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of 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 Cambridge Women's Aid 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.

  
.....  
Lisa King FCCA MAAT

8 The Hamiltons  
Newmarket  
Suffolk  
CB8 0NF

22 December 2025

## Cambridge Women's Aid

### Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	138,290	50,500	188,790
Charitable activities	4	190,063	224,450	414,513
Investment income	5	2,079	-	2,079
Total income		<u>330,432</u>	<u>274,950</u>	<u>605,382</u>
<b>Expenditure on:</b>				
Charitable activities	6	<u>(351,628)</u>	<u>(288,705)</u>	<u>(640,333)</u>
Total expenditure		<u>(351,628)</u>	<u>(288,705)</u>	<u>(640,333)</u>
Net expenditure		<u>(21,196)</u>	<u>(13,755)</u>	<u>(34,951)</u>
Net movement in funds		(21,196)	(13,755)	(34,951)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>381,392</u>	<u>306,356</u>	<u>687,748</u>
Total funds carried forward	17	<u>360,196</u>	<u>292,601</u>	<u>652,797</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	119,080	74,000	193,080
Charitable activities	4	181,013	204,200	385,213
Investment income	5	1,911	-	1,911
Total income		<u>302,004</u>	<u>278,200</u>	<u>580,204</u>
<b>Expenditure on:</b>				
Charitable activities	6	<u>(329,563)</u>	<u>(291,736)</u>	<u>(621,299)</u>
Total expenditure		<u>(329,563)</u>	<u>(291,736)</u>	<u>(621,299)</u>
Net expenditure		<u>(27,559)</u>	<u>(13,536)</u>	<u>(41,095)</u>
Net movement in funds		(27,559)	(13,536)	(41,095)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>408,951</u>	<u>319,892</u>	<u>728,843</u>
Total funds carried forward	17	<u>381,392</u>	<u>306,356</u>	<u>687,748</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 17.

The notes on pages 17 to 26 form an integral part of these financial statements.

## Cambridge Women's Aid

**(Registration number: 07263026)**  
**Balance Sheet as at 31 March 2025**


	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	11	396	-
<b>Current assets</b>			
Stocks	12	1,000	1,000
Debtors	13	18,797	11,087
Cash at bank and in hand	14	<u>657,960</u>	<u>704,879</u>
		677,757	716,966
<b>Creditors: Amounts falling due within one year</b>	15	<u>(25,356)</u>	<u>(29,218)</u>
<b>Net current assets</b>		<u>652,401</u>	<u>687,748</u>
<b>Net assets</b>		<u><u>652,797</u></u>	<u><u>687,748</u></u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		292,601	306,356
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>360,196</u>	<u>381,392</u>
<b>Total funds</b>	17	<u><u>652,797</u></u>	<u><u>687,748</u></u>

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Director's responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 14 to 26 were approved by the , and authorised for issue on 24 December 2025 and signed on behalf by:

  
 .....  
 R Rogan  
 Trustee

The notes on pages 17 to 26 form an integral part of these financial statements.

## Cambridge Women's Aid

### Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash expenditure		(34,951)	(41,095)
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		-	246
Investment income		(2,079)	(1,911)
		<u>(37,030)</u>	<u>(42,760)</u>
<b>Working capital adjustments</b>			
Increase in stocks	12	-	(1,000)
Increase in debtors	13	(7,710)	(11,087)
(Decrease)/increase in creditors	15	(3,862)	29,218
Net cash flows from operating activities		<u>(48,602)</u>	<u>(25,629)</u>
<b>Cash flows from investing activities</b>			
Interest received		2,079	1,911
Acquisitions of tangible assets		(396)	-
Net cash flows from investing activities		<u>1,683</u>	<u>1,911</u>
Net decrease in cash and cash equivalents		(46,919)	(23,718)
Cash and cash equivalents at 1 April		<u>704,879</u>	<u>728,597</u>
Cash and cash equivalents at 31 March		<u><u>657,960</u></u>	<u><u>704,879</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 17 to 26 form an integral part of these financial statements.

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustee is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Maple Centre  
6 Oak Drive  
Huntingdon  
PE29 7HN

These financial statements were authorised for issue by the trustee on 24 December 2025.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

##### Basis of preparation

Cambridge Women's Aid meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustee consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

##### Income and endowments

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

##### Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### **Investment income**

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Fixtures and fittings	20% Straight Line
Motor vehicles	12.5% Straight Line

#### **Stock**

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Borrowings**

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

#### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustee's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### **Financial instruments**

##### ***Classification***

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

##### ***Recognition and measurement***

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

### **3 Income from donations and legacies**

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Donations and legacies;				
Donations from individuals	138,290	50,500	188,790	193,080
	<u>138,290</u>	<u>50,500</u>	<u>188,790</u>	<u>193,080</u>

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
	190,063	224,450	414,513	385,213
Restricted funds grants received:		<b>2025</b>		
		£		
Cambridgeshire County Council		165,000		
Cambridge City Council		30,000		
South Cambridgeshire District Council		14,450		
Hopestead		15,000		
		224,450		

#### 5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	2,079	2,079	1,911

#### 6 Expenditure on charitable activities

		Unrestricted funds Designated £	General £	Restricted funds £	Total 2025 £
Charitable expenditure		19,991	160,989	57,043	238,023
Staff costs		116,238	56,910	231,662	404,810
Governance costs	7	-	(2,500)	-	(2,500)
Charitable activities		136,229	215,399	288,705	640,333
				<b>Note</b>	<b>Total 2024 £</b>
Charitable expenditure					225,348
Staff costs					385,146
Governance costs				7	10,805
Charitable activities					621,299

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

In addition to the expenditure analysed above, there are also governance costs of £(2,500) (2024 - £10,805) which relate directly to charitable activities. See note 7 for further details.

#### 7 Analysis of governance and support costs

##### Governance costs

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Independent examiner fees			
Examination of the financial statements	(2,500)	(2,500)	10,805
	(2,500)	(2,500)	10,805
	(2,500)	(2,500)	10,805

#### 8 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
<b>Staff costs during the year were:</b>		
Wages and salaries	328,793	324,841
Social security costs	31,436	25,851
Pension costs	44,581	34,454
	404,810	385,146
	404,810	385,146

Contributions to the employee pension schemes for the year totalled £44,581 (2024 - £34,454).

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

#### 9 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	(2,500)	10,805
	(2,500)	10,805

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 11 Tangible fixed assets

	Furniture and equipment £	Motor vehicles £	Total £
<b>Cost</b>			
At 1 April 2024	1,238	16,759	17,997
Additions	396	-	396
At 31 March 2025	1,634	16,759	18,393
<b>Depreciation</b>			
At 1 April 2024	1,238	16,759	17,997
At 31 March 2025	1,238	16,759	17,997
<b>Net book value</b>			
At 31 March 2025	396	-	396
At 31 March 2024	-	-	-

#### 12 Stock

	2025 £		2024 £
Stocks	1,000		1,000
	1,000		1,000

#### 13 Debtors

	2025 £		2024 £
Trade debtors	17,129		(689)
Prepayments	890		898
Other debtors	778		10,878
	18,797		11,087

#### 14 Cash and cash equivalents

	2025 £		2024 £
Cash on hand	901		1,247
Cash at bank	657,059		703,632
	657,960		704,879

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	9,720	2,932
Other taxation and social security	6,943	7,303
Other creditors	3,693	3,716
Accruals	5,000	15,267
	<u>25,356</u>	<u>29,218</u>

#### 16 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £31,436 (2024 - £34,454).

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 17 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Fund	96,863	197,863	(180,322)	(20,000)	94,404
Donations and Interest	123,866	132,569	(33,412)	(118,000)	105,023
	<u>220,729</u>	<u>330,432</u>	<u>(213,734)</u>	<u>(138,000)</u>	<u>199,427</u>
<i>Designated</i>					
HR Fund	819	-	(1,058)	3,000	2,761
Outreach Project	98,024	-	(77,361)	25,000	45,663
Women's Activities	10,395	-	(1,667)	-	8,728
Platform Costs	5,634	-	(7,060)	10,000	8,574
Development Fund	27,241	-	(29,585)	50,000	47,656
Interpreting Access Fund	8,286	-	(610)	-	7,676
Ask Me	10,263	-	(20,552)	30,000	19,711
Refuge Refurbishment	-	-	-	20,000	20,000
	<u>160,662</u>	<u>-</u>	<u>(137,893)</u>	<u>138,000</u>	<u>160,769</u>
<b>Total unrestricted funds</b>	<u>381,391</u>	<u>330,432</u>	<u>(351,627)</u>	<u>-</u>	<u>360,196</u>
<b>Restricted funds</b>					
Children's Move On Fund	290,702	50,000	(59,456)	-	281,246
Consulting Service Users	5,780	500	(6,280)	-	-
Outreach Project	-	59,450	(51,950)	-	7,500
Refuge Support Fund	4,700	165,000	(169,700)	-	-
Linney Fun Fund	5,175	-	(1,320)	-	3,855
<b>Total restricted funds</b>	<u>306,357</u>	<u>274,950</u>	<u>(288,706)</u>	<u>-</u>	<u>292,601</u>
<b>Total funds</b>	<u>687,748</u>	<u>605,382</u>	<u>(640,333)</u>	<u>-</u>	<u>652,797</u>

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Fund	107,515	185,663	(191,815)	(4,500)	96,863
Donations and Interest	52,819	116,340	(10,319)	(34,974)	123,866
	<u>160,334</u>	<u>302,003</u>	<u>(202,134)</u>	<u>(39,474)</u>	<u>220,729</u>
<i>Designated</i>					
HR Fund	865	-	(46)	-	819
Outreach Project	91,623	-	(83,790)	90,191	98,024
Women's Activities	10,217	-	(4,822)	5,000	10,395
Platform Costs	4,588	-	(5,204)	6,250	5,634
Development Fund	130,678	-	(19,646)	(83,791)	27,241
Interpreting Access Fund	8,677	-	(391)	-	8,286
Ask Me	1,968	-	(13,529)	21,824	10,263
	<u>248,616</u>	<u>-</u>	<u>(127,428)</u>	<u>39,474</u>	<u>160,662</u>
<b>Total unrestricted funds</b>	<u>408,950</u>	<u>302,003</u>	<u>(329,562)</u>	<u>-</u>	<u>381,391</u>
<b>Restricted</b>					
Children's Move On Fund	290,637	50,000	(49,935)	-	290,702
Consulting Service Users	11,654	4,000	(9,874)	-	5,780
Outreach Project	-	44,500	(44,500)	-	-
Ask Me	-	20,000	(20,000)	-	-
Refuge Support Fund	8,554	159,700	(163,554)	-	4,700
Linney Fun Fund	6,795	-	(1,620)	-	5,175
Flexible Funding	586	-	(586)	-	-
Therapy Fund	1,667	-	(1,667)	-	-
<b>Total restricted funds</b>	<u>319,893</u>	<u>278,200</u>	<u>(291,736)</u>	<u>-</u>	<u>306,357</u>
<b>Total funds</b>	<u>728,843</u>	<u>580,203</u>	<u>(621,298)</u>	<u>-</u>	<u>687,748</u>

#### 18 Analysis of net funds

	At 1 April 2024 £	Financing cash flows £	At 31 March 2025 £
Cash at bank and in hand	704,879	(46,919)	657,960
Net debt	704,879	(46,919)	657,960

**CAMBRIDGE WOMEN'S AID**

England & Wales - Charity number 1137602

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# Accounts

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## **CAMBRIDGE WOMEN'S AID**

TRUSTEES' REPORT  
AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED  
31 MARCH 2024

## **CAMBRIDGE WOMEN'S AID**

### **LEGAL AND ADMINISTRATIVE INFORMATION**

FOR THE YEAR ENDED 31 MARCH 2024

<b>Trustees</b>	A Webber
<b>Charity Number</b>	1137602
<b>Company Number</b>	07263026
<b>Registered Office</b>	JMC Accountancy L19 South Fens Business Centre Chatteris PE16 6TT
<b>Bankers</b>	Lloyds TSB Bank Plc Gonville Place Cambridge CB2 1BQ
<b>Independent Examiner</b>	Toni Sculthorpe JMC Accountancy Limited L19 South Fens Business Centre, Fenton Way Chatteris PE16 6TT

# **CAMBRIDGE WOMEN'S AID**

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**CAMBRIDGE WOMEN'S AID**

**TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024 .

## **Report of the Trustees**

### **for the Year Ended 31 March 2024**

The trustees of Cambridge Women's Aid, who are also directors of the charity for the purposes of the Companies Act 2006, are pleased to present their Annual Trustees' Report, together with the financial statements of the charity for the year ending March 2024. These are prepared to meet the requirements 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).

## **OBJECTIVES AND ACTIVITIES**

### **History and Charitable Purpose**

Cambridge Women's Aid (CWA) offers information, advice and practical as well as emotional support to women affected by domestic abuse. The charity also provides safe and secure accommodation to women and children in need of a place of safety.

The charity's constitution was established in 1977 with the following objectives:

- To relieve the distress and suffering of women and children who have suffered or are exposed to domestic violence.
- To relieve the aforementioned women and children in need by making grants of money or providing or paying for items, services or facilities, and by the preservation and protection of their mental and physical health in such ways as shall contribute to relieving their need.
- To educate the public and partner agencies in the causes and effects of domestic violence and the prevention thereof, and to undertake or contribute to research into such matters and publish the results of such research where considered appropriate.

### **Significant activities**

Throughout the year, CWA provided a range of high-quality support services to women and children affected by domestic abuse, through its safe refuge and its community based services. We delivered:

- Safe refuge accommodation to 38 women and 54 children;
- Ongoing outreach support to 143 women in the community; and one-off advice to an additional 356 survivors, professionals and third-parties.
- Direct support and specialist advice to local professionals, including help to find and access refuge space;
- Free training for 71 new participants in the Ask Me project, to raise awareness and build a proactive community response to support survivors; as well as ongoing support to the wider Ask Me network.
- Further training and expertise to: specialist domestic abuse magistrates, family court judges, CPFT board and psychiatrist leads, Anglia Ruskin university, Cambridgeshire County Council's Education Safeguarding team, Cambridge City Council's Domestic Abuse Housing Alliance board, medical students at the University of Cambridge, and a national health service panel on Enhancing the Cancer Workforce Response to Domestic Abuse.

### **Social investments**

As a long-standing local charity and grassroots organisation, CWA is deeply embedded in the social fabric of our community. The high level of support and goodwill we receive from local Cambridge community groups, businesses and institutions is testament to the value that we bring to our city and wider county. We are a Living Wage employer, employing local people, investing in their skills and training, and creating supportive routes to employment for a number of current or former service-users. We are instrumental in bringing practical and financial resources into the area for the benefit of our community. This includes distributing donated funds and items, as well as applying for funds from central government and grant funders to invest in local people.

While we have the agility and advantages of an independent organisation, with our own constitution and decision-making powers, we are also part of a wider national network within Women's Aid Federation England. This gives us the ability to benefit from rigorous shared standards on best practice, and a louder voice to elevate issues, contribute to research, and campaign for positive change at a national level. For example, this year we fed into national data on domestic abuse services through the Women's Aid Annual Survey, and sat on the national Women's Aid Research, Campaigns and Communications group. The CEO of Cambridge Women's Aid continues to be a sub-committee member of the Women's Aid Federation England Board, sitting on the Finance, Resources, Risk and Governance Group. As a specialist service committed to the highest standards of practice, we also embarked on the re-validation process for our Women's Aid National Quality Standards this year, investing time and resources in evidencing our good practice and continuing our organisational development.

CWA values close relationships with other organisations and we strive to be generous with our expertise where it will benefit our service users. The charity recognises the importance of contributing to multi-agency work to combat domestic abuse. In order to fully support a coordinated response to domestic abuse, the charity has been actively involved in a wide range of partnerships and professional networks throughout the year, including:

- Cambridge and Peterborough Women's Consortium
- Women and Homelessness Action Group
- The Crown Prosecution Service Violence Against Women and Girls Scrutiny Panel for the East of England;
- The Cambridgeshire Constabulary Domestic Abuse Scrutiny Panel;
- The Cambridgeshire Domestic Abuse and Sexual Violence Partnership Governance Board and Operations Board.
- Changing Futures Programme board, addressing systems issues for those facing multiple disadvantage
- Cambridge City Council Domestic Abuse conference

### **Public Benefit statement**

The Trustees believe the activities of Cambridge Women's Aid (CWA) continue to comply with Section 4 of the Charities Act 2011 with regard to public benefit. The information about the public benefit provided by CWA is set out in this report.

## **Volunteers**

CWA benefits greatly from a huge number of volunteer hours in our community from kind people who tirelessly collect and deliver much needed toiletries, clothes, household items, food, toys, vouchers and funds to benefit our service users. We are very grateful to the individuals, church groups, businesses, colleges, students, Women's Institutes, Mother's Unions and Soroptimists for their ongoing support.

We continued to develop and support community members trained through our Ask Me project, who consistently volunteer their time to break the silence around domestic abuse in their own communities. Ask Me participants have been an invaluable part of supporting CWA's work over the year, by taking an active role in ending permissive attitudes towards domestic abuse in their communities. Individuals have organised awareness-raising events, attended further training, and shared information in their own personal and professional networks. They have continued to plant important seeds for change in conversations with friends, family, neighbours and colleagues, to ensure that survivors of domestic abuse get the right response the first time they speak to someone.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable activities**

The main areas of charitable activity in this period were:

- Providing in-depth, needs-led support to women and children living in the refuges;
- Offering one-to-one support and advice, through the outreach project, to women living in the community;
- Training community members in and around Cambridge through the Ask Me project;
- Generating opportunities for women to give feedback to local agencies and influence positive change, through the Survivor's Conference
- Collecting, storing and distributing donated items to women in need, as well as providing practical support and items for moving on from refuge into new homes;
- Providing training and awareness-raising within the community and sharing expertise with other professional organisations.

### **Safe refuge for women**

CWA offers a high standard of modern refuge accommodation to women who are at risk of harm due to domestic abuse and are in need of safe and supported accommodation. This service is funded by rent charges and by Cambridgeshire County Council. In the year up to March 2023 we maintained an 85.5% occupancy rate across the year, accommodating 38 women and the 54 children they had with them. In addition, 20 women and 38 children benefited from ongoing resettlement support during the year. The average stay in refuge was 134 days. The length of stay for those living in refuge at any point during the year was as follows:

< 1 month 6

1 - 2 months 7

2 - 3 months 4

3 - 4 months 3

4 - 6 months 4

6 - 8 months 10

8 - 12 months 3

> 12 months 1

All women were assigned a Refuge Support Worker on arrival, who helped them settle into the refuge, explore their options, identify their needs and work through a support plan. We supported women with a wide range of needs, including, accessing basic necessities such as food, clothes and money, claiming the correct benefits; information on legal rights, accessing childcare and enrolling children in school, and creating a plan for the future. We were able to support some women to move on quickly to their preferred accommodation, while others stayed for a significant time while we helped them to get rehoused permanently.

"The staff are very professional and they always recognised our needs. They help with everything. The most helpful thing about the refuge was the protection and emotional support for me and my children" - former refuge resident

Throughout the year, we continued to put effort into making our services as accessible as possible for women with multiple barriers to seeking support, through our designated Access Fund. We noted the increasing complexity of referrals coming through, with high demand from women with additional needs and those with no recourse to public funds, and challenges around long waits for re-housing and scarcity of suitable school places, especially at secondary level. In January 2024, Women's Aid England and the Home Office opened their Emergency Fund for survivors fleeing domestic abuse, and we were successful in applying for significant direct grants for several women, to help them rebuild their lives.

"You helped me to become who I am now - a stronger mum and woman" - former refuge resident

We have kept developing and strengthening our knowledge through continuing professional development, and building our relationships with other specialist organisations, in order to advise, support and refer women effectively according to their needs and circumstances. All staff had a refresh of their child protection training, and attended

specialist training from Surviving Economic Abuse. Our Refuge Support Worker also completed her Women's Aid Domestic Abuse Prevention Advocate professional training, which was a great achievement.

"Thank you so much for everything, I really appreciate how all of you work together as a team, I'm glad that I was in a good refuge, thanks for supporting me and my children" – former refuge resident

We were pleased to restart our volunteer-led arts and crafts group, giving women in the house a chance to get together in a supportive setting and enjoy being creative. We also put on a series of group sessions on 'Growing Our Lives', which included conversations about self-confidence, boundary-setting, employment, healthy relationships, mindfulness, healthy eating and exercise, and ideas for spending fun quality time with the children.

We were grateful for an outpouring of goodwill and support at Christmas, and received toys to give out to children from the Star Radio 'Giving Tree' Appeal, as well as donations of food, vouchers, pantomime tickets and money to support families in refuge at this time of year. With our successful Christmas voucher fundraising appeal, our generous donors in the community directly helped families in refuge to buy their chosen food and gifts to celebrate Christmas. We also put on a successful Christmas party for residents and families who had recently left the refuge, with an appearance from Santa who brought each child a lovely gift.

### **Safe refuge for children**

The main aim of the children's service is to keep children safe and to strengthen their family. The support given by this service included settling the children in to refuge, accessing health services, support into school or nursery, access to community services as well as the provision of play activities, emotional support and family outings. Together, the Family Worker and Children's Worker played a key role in the refuge by providing advocacy for families, and liaising with other professionals and statutory services. During the year, 54 children were accommodated in the refuge, with the majority of children being under the age of 10.

It was a year of continuity in the children's project, with an established team well-resourced to continue delivering a full programme of activities and support across the year. Daily children's activities such as play sessions in the art room are popular as ever, and create freedom to play and build relationships within and between families. Friday fun sessions led by student volunteers also continued and were always highly anticipated by the children, with activities like face-painting, drama, group games and a marshmallow party. The team has also worked hard across the year to make holidays and celebrations lots of fun for the children in refuge. Half-term holidays were filled with ten-pin bowling, cinema trips, birthday parties, pumpkin carving, museum trips, soft play, and action-packed activity camps which mums could access through the Holiday Activity Fund. In May we held a coronation party in the garden with crafts, food and homemade bunting. In the summer holidays, we had days out in the park, trips out to the seaside, amusement parks, miniature train rides, and lots of water play and art room sessions in the house. Once again Christmas was brilliant fun, and we were grateful to receive a generous donation of tickets to the pantomime, which the children loved.

"Thank you ever so much for the tickets for the Pantomime, it was incredibly good.

The atmosphere was fantastic too, my children they enjoyed it very much, they can't stop talking about it. Thanks again for all of you to make it possible for us to have some joy."

Challenges this year included the ongoing difficulty in finding timely school places, especially for older children, but we did see some improvement in this area with primary schools and we have built good working relationships with some of our local schools, ensuring a collaborative approach to empowering families living in refuge. We also lost our long-standing children's counsellor which has left a gap in our usual provision of therapeutic support for children leaving the refuge, but we are looking into options for getting this service going again.

There have also been some successful innovations this year: for example, our Children's Worker undertook training to be able to deliver the Helping Hands toolkit in group work with the children, which has been a long-standing ambition. These sessions have focused on helping children to think through their feelings and emotions, process their experiences, and consider safety strategies such as how to ask for help and how to handle other people's questions.

We are grateful to several organisations and generous donors which help us to meet the needs of children living in refuge and those moving on to their new home. Kids Out has provided ten-pin bowling vouchers, toy boxes, supermarket vouchers, and laptops for children to use in the house; the Buttle Trust has provided grants for essential items, and some generous private donations have helped us to ensure that children moving out of the refuge have everything they need to thrive.

### **Outreach Service**

The Cambridge Women's Aid Outreach Service offers a free and confidential service based in the community, offering in-depth, tailored emotional and practical support to women subjected to domestic abuse. As well as supporting survivors directly, outreach workers frequently offer advice to professional and personal supporters in a survivor's life. The Outreach service was funded thanks to contributions from South Cambridgeshire District Council and Cambridge City Council. This was the first full year in which the outreach service received no funding from Cambridgeshire County Council. Since this major change, the outreach team has worked hard to meet women's needs, adapt their ways of working, and advise or support all of the many women who continue to contact us. In 2023-4, the outreach service has continued to offer more short-term advice as a proportion of overall work, ensuring that there is still capacity to offer intensive ongoing support to those in complex situations who are unlikely to be able to access another service. We have noted a shift towards supporting more women who are ineligible for legal aid or other forms of means-tested support, and facing issues such as high levels of debt caused by economic abuse, ongoing coercive control and post-separation abuse not being adequately addressed by the criminal justice system, and the well-recognised failures of the family court system to protect survivors and children from perpetrators of abuse.

"During this very challenging stage in life I will always remember the kindness and help given without limits or condition, just sincerely and with genuine care. Alongside my story of trauma is also the story of the kindness people have shown that has really meant the world to me and carried me through. Thank you so much for being there through this journey and for all the support." – outreach client

Across the year 2023-24, we received 96 new referrals for ongoing outreach support, with over 90% of these being self-referrals. This is a marked shift from previous years, when we used to receive significant numbers of referrals via the police and IDVA services as well. Across the year, the Outreach Project provided our capacity to offer ongoing intensive support was hampered by our reduced funding compared to the previous year, our 'short-term work' service actually saw an increase in demand since Impakt DASS took over the county-wide outreach contract. In 2023-4 we offered brief advice to an additional 356 individuals including survivors, professionals and third-parties, giving information about rights and options and signposting to appropriate support. This high number demonstrates that despite the decision to cut our funding, survivors and professionals in our area continue to seek us out as a trusted, local, specialist domestic abuse service with established links in the community.

Along side offering support and advice to survivors, the team continued to build their skills and knowledge through training on topics such as economic abuse, the justice system, suicide prevention, elder abuse, and child-to-parent abuse, and attending the local DASV Champions network meetings. We also continued to offer the Moving Forward mental health support group in partnership with the Group Therapy Centre; this fills an important gap, as most women attending have no other access to mental health support to help address well-known impacts of domestic abuse such as depression, anxiety and PTSD.

"The group is a safe place to deal with my struggles where I feel supported and heard. I like talking to women with similar experiences and supporting each other."

We continued giving out grants to women through our 'Fun Fund', provided through a generous private donation, for families to be able to do enjoyable activities that they may not otherwise be able to afford, so that mums can give children a memorable experience. A particular highlight of the year was Christmas 2023, when once again we were able to give out vouchers, gifts and panto tickets to women, helping them and their children to enjoy their festivities. We were also delighted to be able to secure grants for outreach women through the Women's Aid/Home Office Emergency Flee Fund in January 2024, which helped meet the financial costs of fleeing or maintaining independence from an abuser.

"Just a quick note to say a HUGE thank you for enabling my daughters and I to visit Bubble Planet in London. We all had a fabulous time and haven't laughed so much for a long time. It was lovely to be able to build some memories with them and forget about everything going on."

We have also built our skills and practice in co-production this year, with a number of projects which focused on elevating the voices of survivors of domestic abuse about issues that matter to them. With the lingering impacts of the Covid pandemic, continuing cuts to public services, changes in local funding and community services, and the cost of living crisis all impacting disproportionately on women, it has felt more important than ever that women should speak on these issues in the public arena and that those in positions of influence should hear and consider their expertise. Supported by a grant from Rosa UK's Voices from the Frontline project, we organised a series of workshops involving survivors in conversations about what effective support services look like, and about much-needed reforms to the family court system. These were captured in two artworks which we then presented publicly at a series of events and talks to prompt conversations on improving support to be more survivor-centred.

We also held our annual Survivor's Conference at St Catharine's College on 20th March 2024, with the theme of 'Building Resilience & Demanding Better'. Building on the learning from last year's event, we prioritised creating a space where women who have experienced domestic abuse could come together, support each other, and be part of positive change. Through talks and a choice of workshops on campaigning, designing peer support, and self-care, we created an opportunity for women to make their voices heard, and to nurture hope for creating change, as well as a space of solidarity and care in which attendees felt appreciated, valued, listened to and supported.

"It was nice to meet other survivors at different stages of our healing journeys. It helped me to feel part of something and brought a feeling of not being alone and closure of sorts and meaning to my experiences as it could help someone else to find the right help."

Throughout 2023, we were also planning for the re-opening of our outreach office in a new physical space, with great ambition for creating a safe and welcoming 'one-stop shop' for women to come to access support and services. Due to factors outside our control, the opening of the new office has been delayed, but we are looking forward to these plans reaching fruition in the coming year.

## **Community Engagement**

Research shows that communities are often the first to know about abuse, and that they can act as either gate openers or gate closers for a survivor seeking help. Cambridge Women's Aid has continued to develop work around education, prevention and community engagement to improve responses to domestic abuse in our area, by delivering the Ask Me course developed by Women's Aid England.

"It was great to have the documents ahead of the session. It was an interactive session where we learned a lot. Also, I feel it was a safe place where everyone could share ideas and opinions"- Ask Me, participant (2023)

With generous funding from the Monday Charitable Trust, the Ask Me project has reached every corner of Cambridge this year, delivering impactful training and fostering meaningful connections with local organisations. This year, we expanded our training schedule to include morning and evening sessions, along with two intensive Saturday workshops, making the training more accessible than ever. This flexibility has allowed a much more diverse group of participants to join, including two cohorts supported by BSL interpreters in collaboration with the Cambridge Deaf Association. By adapting our workshops to meet the needs of deaf participants, we've created a more inclusive learning environment. A total of 71 people have attended our training this year, with a notable increase in participation from minoritised groups.

We have also hosted a series of online, open-access events to broaden awareness of specific issues and extend the reach of our training to a wider audience. In our commitment to inclusivity, we invited The Kite Trust to speak on domestic abuse in the LGBTQ community, PEGS to address child-to-parent abuse, and organised online meet-ups for

the Ask Me community to engage in constructive discussions on current news and documentaries tackling domestic abuse and gender inequality.

Additionally, we collaborated with Anglia Ruskin University to develop their domestic abuse policy, and they now offer Ask Me training as a standard resource for their staff and students. As we come to the end of the current funding for Ask Me, we are looking at ways to build on the successes of the project and develop our community engagement further into the future.

## **Organisational Development**

We were delighted to achieve the Women's Aid National Quality Standards kite mark at the end of March 2023, and were highly commended for our experienced staff team, survivor-led and rights-based approach, excellent partnership working, and commitment to ensuring all women can access support. In the following months, we continued to put resources into organisational development to ensure that we are continuously reflecting and improving as a charity. This included carrying out a diversity review and action plan, reviewing and updating a number of policies, beginning work to develop a communications strategy, modernising our bookkeeping systems by setting up Quickbooks, and going through a programme of improvements to our cyber security through the IASME Cyber Essentials scheme.

## **FINANCIAL REVIEW**

### **Principal funding sources**

The charity's main sources of funds come from Cambridgeshire County Council, which funds the support to women living in the refuge. We receive additional funding from Cambridge City Council and South Cambridgeshire District Council towards our Outreach Project. A considerable proportion of income is received as rent from the residents of the two refuges, mainly from Housing Benefit. The charity also receives grant funding for specific projects, as well as general donations from individuals and organisations who support the work of CWA.

In the past year, we received a significant donation from The Thompson Family Trust to support the work we do with children affected by domestic abuse. We are indebted to them for their generosity and support. This donation has been restricted to ensure we can meet the needs of families moving on with their lives. We are grateful to a number of other groups, businesses and individuals in our community who contacted us with offers of help and donations, which we valued highly.

We would also like to acknowledge the support we received from Star Radio, who teamed up with the Gifting Tree at a local shopping centre, and ran a campaign to ensure that we could give out Christmas presents to every child we support. We are always touched by the depth of generosity from so many local groups and individuals at Christmas, and 2023 was no different - we would like to thank everyone who helped to make this time of year special for women and children using our service.

We are also grateful to those individuals and organisations who so kindly donated vital items to the charity throughout the year. The clothes, toys, household items, toiletries and furniture we received provided a much appreciated source of support to the service users.

### **Reserves policy**

The trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission and believe that reserves should be at a level to ensure the charity can run efficiently and cover perceivable risk factors that may arise. CWA undertakes an annual risk assessment which influences the reserves policy.

1. The trustees believe that the charity should hold financial reserves to:
2. Be able to run effectively and be able to meet the needs of the beneficiaries
3. Protect the organisation and be able to continue operating despite damaging events
4. Fund necessary development of services
5. Meet all financial obligations such as lease commitments

The trustees are of the opinion that the minimum level of unrestricted free reserves held should be the sum total of the following

- The equivalent of one month's running costs
- Lease commitments
- Staff redundancy costs (to be reviewed annually) and other staff related financial obligations
- Adherence to all obligations under the Equality Act 2010 and other statutory requirements
- An emergency fund (contingency costs in case of an emergency)

This equates to £230,213 for the financial period ending March 2024. This amount is within our policy of holding less than 6 months running costs as free reserves at any given time.

As at 31st March 2024, CWA holds £220,730 as free reserves.

### **Financial Position at 31st March 2024**

While we hold the funds needed to continue to provide our core services, we anticipate a reduction in assured income going forward. CWA is committed to providing refuge, community support, activities for beneficiaries and welfare support alongside the work we do to prevent violence against women and girls. However, to ensure this can continue,

we must diversify our income streams and find additional funds. Our regular income from local authorities is vital to the continuance of our core services, but the increase in costs has not been matched with an increase in funding.

**Note on the lateness of the accounts for the year to 31st March 2024** – CWA trustees take their duties to comply with deadlines to file the accounts very seriously. However, the production of the 2023/24 accounts were hit by a stream of unfortunate events and were seriously delayed. In order to produce them, the charity had to manage a change in accounts staff, a change in accountants and a change in accounting software. This presented significant challenges. We are grateful to The One Group for finding CWA an excellent Bookkeeper to help us get the accounts completed. We are also grateful to the new trustees who joined after the yearend and have provided significant support to help CWA return to a planned schedule of activity. Our systems are now in place to ensure there will be no delay in producing the accounts for 2024/25 in good time.

## **PLANS FOR THE FUTURE**

- Looking to the future, we are:
- Working with a freelance fundraiser to obtain more sustainable funding for the outreach services, Ask Me project and development of the organisation.
- Seeking to deliver our outreach service from anew physical centre, alongside other local women’s services, and developing new service offerings from this space e.g. a legal support project, and further groups and drop-ins for women.
- Developing the board of trustees by carrying out a skills audit and recruiting/inducting new members, to bring in new skills and perspectives to benefit the charity and drive forward our vision and mission.
- Lending our expertise to local partners seeking to improve their response to domestic abuse through improved policies, procedures and training.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

CWA is a charitable company limited by guarantee not having share capital. The company was created under a Memorandum of Association which established the objects and powers of the charitable company, and is governed under its Articles of Association.

### **Statement of Trustees’ Responsibilities**

CWA is governed by a board of trustees, whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, and the establishment of policy. The trustees are also the directors of Cambridge Women's Aid for the purposes of company law.

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the charitable company’s financial activities during the year and of its financial position at the end of the year. In preparing financial statements the trustees should:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant information of which the charitable company's accountants are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the accountants are aware of that information.

### **Management of the organisation**

The trustees of Cambridge Women's Aid are responsible for the charity. They delegate the day to day running of the charity to paid workers. The workers work collaboratively and all workers work at a high level, taking responsibility for their own area of work. The Chief Executive Officer is responsible for the overall management of the charity, particularly the strategic and resource aspects. The other senior worker, the Refuge Manager is responsible for the refuge. All senior workers support and oversee the Outreach and community work. The other workers are all responsible to the senior workers.

During 2022/23, remuneration of personnel was set by comparing equivalent specialist roles nationally and looking at the pay of local roles with similar responsibility. CWA has Living Wage certification and the highest paid worker was always paid less than three times that of the lowest paid worker. The Employment Group meets regularly to address business related to staffing. The trustees carried out an in-depth benchmarking exercise in 2021/22, and this led to salary reviews in 2022/23 to ensure that pay continues to be set at an appropriate level, and that working conditions ensure staff well-being and retain valuable skilled staff.

Senior workers meet with the trustees at least quarterly. Workers communicate every day and keep each other informed of their work, particularly any challenges or concerns. Workers meet regularly for formal case reviews and to discuss CWA business. Workers offer each other a high level of support and opportunities to reflect and share good practice. Workers also have access to an external counsellor for in-depth clinical supervision.

CWA has a minimum of three trustees. They also act as directors of the company. All trustees are women and are selected for their skill and experience that both represent and benefit the service users. Each woman is nominated and elected by the Board and are co-opted on to the Board by a majority vote of the current trustees. All trustees give their time on a voluntary basis and do not receive any remuneration from CWA. The CWA Trustee Induction Pack sets out the trustee's job description, authority, responsibilities and induction.

**Commencement of Activities**

The charity commenced activities on the 1 October 2010 following the transfer of activities and net assets from Cambridge Women's Aid (registered charity number 273867) on the 30th September 2010.

**Affiliations and Related Parties**

Cambridge Women's Aid is an independent charity and a full member of Women's Aid Federation England.

This report was approved by the trustee and signed on its behalf by:

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A Webber  
Trustee

Date : 04 July 2025

**CAMBRIDGE WOMEN'S AID**  
**INDEPENDENT EXAMINER'S REPORT**  
FOR THE YEAR ENDED 31 MARCH 2024

Independent Examiner's Report to the Trustees of Cambridge Women's Aid

I report to the Charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2024 which consists of the statement of financial activities, balance sheet and the related notes

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act')

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiners statement**

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.
- 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.

Name: Toni Sculthorpe  
Date: 04 July 2025

## CAMBRIDGE WOMEN'S AID

### STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2024

Recommended categories by activity	Notes	Unrestricted funds £	Restricted income funds £	Total Funds 2024 £	Total Funds 2023 £
<b>Income and endowments from:</b>					
Donations and legacies	2	119,079.60	74,000.00	193,079.60	190,295.29
Charitable activities	3	181,013.05	204,200.00	385,213.05	480,678.44
Investments	4	1,910.54	-	1,910.54	407.00
<b>Total</b>		<b>302,003.19</b>	<b>278,200.00</b>	<b>580,203.19</b>	<b>671,380.73</b>
<b>Expenditure on:</b>					
Charitable activities	5	329,562.11	291,736.00	621,298.11	628,269.91
<b>Total</b>		<b>329,562.11</b>	<b>291,736.00</b>	<b>621,298.11</b>	<b>628,269.91</b>
<b>Net income/(expenditure)</b>		<b>(27,558.92)</b>	<b>(13,536.00)</b>	<b>(41,094.92)</b>	<b>43,110.82</b>
<b>Net movement in funds</b>		<b>(27,558.92)</b>	<b>(13,536.00)</b>	<b>(41,094.92)</b>	<b>43,110.82</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		408,950.56	319,892.51	728,843.07	685,732.25
<b>Total funds carried forward</b>		<b>381,391.64</b>	<b>306,356.51</b>	<b>687,748.15</b>	<b>728,843.07</b>

## CAMBRIDGE WOMEN'S AID

### BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2024

<b>Recommended categories by activity</b>	<b>Notes</b>	<b>Total Funds 2024 £</b>	<b>Total Funds 2023 £</b>
Fixed assets			
Tangible assets	7	-	246.27
<b>Total fixed assets</b>		<b>-</b>	<b>246.27</b>
Current assets			
Stocks		1,000.00	1,000.00
Debtors	8	11,086.46	29,355.20
Cash at bank and in hand	9	704,879.60	747,888.09
<b>Total current assets</b>		<b>716,966.06</b>	<b>778,243.29</b>
Creditors: amounts falling due within one year	10	29,218.36	49,646.49
<b>Net current assets/(liabilities)</b>		<b>687,747.70</b>	<b>728,596.80</b>
<b>Total net assets or liabilities</b>		<b>687,747.70</b>	<b>728,843.07</b>
<b>Funds of the Charity</b>			
Unrestricted funds	11	381,391.64	408,950.56
Restricted income funds	11	306,356.51	319,892.51
Endowment funds	11	-	-
<b>Total funds</b>		<b>687,748.15</b>	<b>728,843.07</b>

For the year ended 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The trustee acknowledges their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 04 July 2025 and signed on its behalf by:

A Webber  
Trustee  
Date : 04 July 2025

# **CAMBRIDGE WOMEN'S AID**

## **NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2024

### **1. Accounting Policies**

The principal accounting policies adopted by the Charity, which is a public benefit entity, in the preparation of the accounts are as follows.

#### **1.1 Basis of preparation**

These accounts have been prepared under the historical cost convention, as modified by the inclusion of charitable properties and fixed asset investments and investment properties at valuation.

These accounts have been prepared in accordance with "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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

These accounts are presented in pounds sterling and rounded to the nearest pound.

#### **1.2 Going concern**

The Trustees have prepared financial projections, taking into consideration the current economic conditions and have, at the time of approving these accounts, a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

#### **1.3 Government grants**

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the charity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

#### **1.4 Donated goods**

Donated goods are recognised as income when the charity has control over the goods, any conditions associated with the donated goods have been met, the receipt of economic benefit from the use by the charity of the goods is probable and that economic benefit can be measured reliably.

On receipt, donated goods are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain goods of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102), the time of general volunteers is not recognised. The role of volunteers is covered in more detail in the trustees report.

#### **1.5 Income from charitable activities**

All income is recognised at the fair value in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

#### **1.6 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.

#### **Allocation and apportionment of costs**

Support and management costs are allocated between funds based on the proportion of staff and volunteer hours in each service, on the assumption that the major management expenses is a result of personnel. Volunteers are weighted as half and work substantially fewer hours.

#### **1.7 Pensions**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### **1.8 Taxation**

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

## 1.9 Financial instruments

Financial assets and liabilities are recognised when the company becomes a party to the contractual provisions of the instrument.

Trade debtors and creditors are classed as basic financial instruments and are initially measured at transaction price. Cash and cash equivalents are classified as basic financial instruments and comprise cash in hand and at bank and short-term deposits with an original maturity date of three months or less.

## 1.10 Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

## 1.11 Tangible fixed assets

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

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

Name	Rate (%)	Year	Method
Fixtures and fittings	20%	5	Straight Line Method
Motor vehicles	12.5%	8	Straight Line Method

## 1.12 Stocks and work in progress

Stocks held by the charity are goods held to be distributed freely or for a nominal consideration. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

## 2. Income from Donations and Legacies

Analysis	Unrestricted funds	Restricted income funds	Total funds 2024	Total funds 2023
	£	£	£	£
Donation and gifts	119,079.60	74,000.00	193,079.60	190,295.29
	<b>119,079.60</b>	<b>74,000.00</b>	<b>193,079.60</b>	<b>190,295.29</b>

## 3. Income from Charitable Activities

Analysis	Unrestricted funds	Restricted income funds	Total funds 2024	Total funds 2023
	£	£	£	£
Contract service income	-	159,700.00	159,700.00	159,700.00
Grants	-	44,500.00	44,500.00	156,059.24
Other Income	5,006.85	-	5,006.85	-
Rents receivable	162,636.00	-	162,636.00	151,085.00
Service charges receivable	13,370.20	-	13,370.20	13,834.20
	<b>181,013.05</b>	<b>204,200.00</b>	<b>385,213.05</b>	<b>480,678.44</b>

#### 4. Income from Investments

Analysis	Unrestricted funds	Total funds 2024	Total funds 2023
	£	£	£
Investment income	1,910.54	1,910.54	407.00
	<b>1,910.54</b>	<b>1,910.54</b>	<b>407.00</b>

#### 5. Expenditure on Charitable Activities

Analysis	Total funds 2024	Total funds 2023
	£	£
Advertising and marketing	660.00	845.15
Legal/professional fees	16,252.83	7,683.40
Wages and salaries	324,840.36	346,851.75
Bad debt	1,910.25	-
Social security	25,850.97	30,318.00
Employer Pension	34,454.23	8,087.00
Rent, rates and water	90,847.67	84,926.76
Insurance	3,554.58	3,328.00
Light and heat	18,776.57	11,191.00
Telephone and interest	5,324.22	6,366.00
Postage and stationery	972.41	1,319.00
Sundries	538.90	3,481.00
Repairs and renewals	11,655.27	8,192.00
Licenses	3,486.00	4,979.00
Cleaning and gardening	2,958.54	3,257.00
Police alarm	693.54	686.00
Transport	2,775.90	1,962.00
Payment fees	486.09	286.49
Training and education	2,568.31	2,133.00
Donations	11,024.52	21,424.00
Fund activities costs	50,615.95	67,581.00
Fixtures and fittings depreciation	246.00	248.36
Support Costs	10,805.00	13,124.00
	<b>621,298.11</b>	<b>628,269.91</b>

#### 6. Support Costs

Analysis	Total funds 2024	Total funds 2023
	£	£
<b>Governance Costs</b>		
Auditors fees	10,805.00	13,124.00
	<b>10,805.00</b>	<b>13,124.00</b>

## 7. Tangible Fixed Assets

	Motor Vehicles	Fixtures & Fittings
	£	£
<b>7.1 Cost or valuation</b>		
At 01 April 2023	16,759.00	1,238.00
Additions	-	-
Disposals	-	-
Revaluations	-	-
Transfers	-	-
At 31 March 2024	<b>16,759.00</b>	<b>1,238.00</b>
<b>7.2 Depreciation and impairments</b>		
At 01 April 2023	16,759.00	992.00
Charge for the year	-	246.00
Disposals	-	-
Revaluations	-	-
Transfers	-	-
At 31 March 2024	<b>16,759.00</b>	<b>1,238.00</b>
<b>7.3 Net book value</b>		
At 01 April 2023	-	246.00
At 31 March 2024	-	-

## 8. Debtors: Amounts falling due within one year

	Total funds 2024	Total funds 2023
	£	£
Prepayments & accrued income	897.46	18,030.00
Trade debtors	(689.00)	-
Other debtors	7,157.00	7,157.00
Rent receivable	3,721.00	4,168.20
	<b>11,086.46</b>	<b>29,355.20</b>

## 9. Cash at bank and in hand

	Total funds 2024	Total funds 2023
	£	£
Cash at bank and in hand	704,879.60	747,888.09
	<b>704,879.60</b>	<b>747,888.09</b>

## 10. Creditors: Amounts falling due within one year

	Total funds 2024	Total funds 2023
	£	£
Trade creditors	2,932.30	9,012.51
Accruals and deferred income	15,267.82	28,409.98
Taxation and social security	7,302.69	10,362.34
Other creditors	-	150.66
Hugg voucher scheme	195.00	-
Pension liability	3,520.55	1,711.00
	<b>29,218.36</b>	<b>49,646.49</b>

## 11. Charity funds

### 11.1 Details of material funds held and movements during the CURRENT reporting period

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
<b>Unrestricted funds</b>	408,950.56	302,003.19	329,562.11	-	-	381,391.64
<b>Restricted income funds</b>	319,892.51	278,200.00	291,736.00	-	-	306,356.51
<b>Total</b>	<b>728,843.07</b>	<b>580,203.19</b>	<b>621,298.11</b>	-	-	<b>687,748.15</b>

### 11.2 Details of material funds held and movements during the PREVIOUS reporting period

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
<b>Unrestricted funds</b>	359,080.76	305,623.20	255,753.40	-	-	408,950.56
<b>Restricted income funds</b>	326,651.49	365,757.53	372,516.51	-	-	319,892.51
<b>Total</b>	<b>685,732.25</b>	<b>671,380.73</b>	<b>628,269.91</b>	-	-	<b>728,843.07</b>

### 11.3 Transfers between funds

#### This Year

	Amount
	£
Between unrestricted and restricted funds	-
Between endowment and restricted funds	-
Between endowment and unrestricted funds	-

#### Last Year

	Amount
	£
Between unrestricted and restricted funds	-
Between endowment and restricted funds	-
Between endowment and unrestricted funds	-

**CAMBRIDGE WOMEN'S AID**

England & Wales - Charity number 1137602

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# Accounts

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Report of the Trustees and  
Financial Statements for the Year  
Ended 31 March 2023

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## **Report of the Trustees for the Year Ended 31 March 2023**

The trustees of Cambridge Women's Aid, who are also directors of the charity for the purposes of the Companies Act 2006, are pleased to present their Annual Trustees' Report, together with the financial statements of the charity for the year ending March 2023. These are prepared to meet the requirements 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).

### **OBJECTIVES AND ACTIVITIES**

#### **History and Charitable Purpose**

Cambridge Women's Aid (CWA) offers information, advice and practical as well as emotional support to women affected by domestic abuse. The charity also provides safe and secure accommodation to women and children in need of a place of safety.

The charity's constitution was established in 1977 with the following objectives:

- ❖ To relieve the distress and suffering of women and children who have suffered or are exposed to domestic violence.
- ❖ To relieve the aforementioned women and children in need by making grants of money or providing or paying for items, services or facilities, and by the preservation and protection of their mental and physical health in such ways as shall contribute to relieving their need.
- ❖ To educate the public and partner agencies in the causes and effects of domestic violence and the prevention thereof, and to undertake or contribute to research into such matters and publish the results of such research where considered appropriate.

#### **Significant activities**

Throughout the year, CWA provided a range of high-quality support services to women and children affected by domestic abuse, through its safe refuge and its community based services. We delivered:

- ❖ Safe refuge accommodation to 41 women and 59 children;
- ❖ Outreach support to 259 women in the community;
- ❖ Direct support and specialist advice to local professionals, including help to find and access refuge space;

- ❖ Free training for community members through the Ask Me project, to raise awareness and build a proactive community response to support survivors;
- ❖ Further training and expertise to: police officers, local councillors, medical students, health professionals, voluntary groups, local employers, magistrates, housing officers, family court professionals, and social workers.

### **Social investments**

As a long-standing local charity and grassroots organisation, CWA is deeply embedded in the social fabric of our community. The high level of support and goodwill we receive from local Cambridge community groups, businesses and institutions is testament to the value that we bring to our city and wider county. We are a Living Wage employer, employing local people, investing in their skills and training, and creating supportive routes to employment for a number of current or former service-users. We are instrumental in bringing practical and financial resources into the area for the benefit of our community. This includes distributing donated funds and items, as well as applying for funds from central government and grant funders to invest in local people.

While we have the agility and advantages of an independent organisation, with our own constitution and decision-making powers, we are also part of a wider national network within Women's Aid Federation England. This gives us the ability to benefit from rigorous shared standards on best practice, and a louder voice to elevate issues, contribute to research, and campaign for positive change at a national level. For example, this year we fed into national data on domestic abuse services through the Women's Aid Annual Survey, and sat on the national Women's Aid Research, Campaigns and Communications group. The CEO of Cambridge Women's Aid continues to be a sub-committee member of the Women's Aid Federation England Board, sitting on the Finance, Resources, Risk and Governance Group. As a specialist service committed to the highest standards of practice, we also embarked on the re-validation process for our Women's Aid National Quality Standards this year, investing time and resources in evidencing our good practice and continuing our organisational development.

CWA values close relationships with other organisations and we strive to be generous with our expertise where it will benefit our service users. The charity recognises the importance of contributing to multi-agency work to combat domestic abuse. In order to fully support a coordinated response to domestic abuse, the charity has been actively involved in a wide range of partnerships and professional networks throughout the year, including:

- ❖ Cambridgeshire and Peterborough Women's Consortium
- ❖ It Takes a City Women and Homelessness Action Group

- ❖ The Cambridgeshire Domestic Abuse and Sexual Violence Partnership Governance Board and Operations Board.
- ❖ Changing Futures Programme board, addressing systems issues for those facing multiple disadvantage
- ❖ National working group to enhance the cancer workforce response to domestic abuse
- ❖ Specialist services panel member for local Domestic Homicide Reviews
- ❖ Cambridge City Council Domestic Abuse conference

### **Public Benefit statement**

The Trustees believe the activities of Cambridge Women's Aid (CWA) continue to comply with Section 4 of the Charities Act 2011 with regard to public benefit. The information about the public benefit provided by CWA is set out in this report.

### **Volunteers**

CWA benefits greatly from a huge number of volunteer hours in our community from kind people who tirelessly collect and deliver much needed toiletries, clothes, household items, food, toys, vouchers and funds to benefit our service users. We are very grateful to the individuals, church groups, businesses, colleges, Women's Institutes, Mother's Unions and Sorooptimists for their ongoing support.

We continued to develop and support community members trained through our Ask Me project, who consistently volunteer their time to break the silence around domestic abuse in their own communities. Ask Me participants have been an invaluable part of supporting CWA's work over the year, by taking an active role in ending permissive attitudes towards domestic abuse in their communities. Individuals have organised awareness-raising events, attended further training, and shared information in their own personal and professional networks. They have continued to plant important seeds for change in conversations with friends, family, neighbours and colleagues, to ensure that survivors of domestic abuse get the right response the first time they speak to someone.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable activities**

The main areas of charitable activity in this period were:

- ❖ Providing in-depth, needs-led support to women and children living in the refuges;

- ❖ Offering one-to-one support and advice, through the outreach project, to women living in the community;
- ❖ Training community members in and around Cambridge through the Ask Me project;
- ❖ Generating opportunities for women to give feedback to local agencies and influence positive change, through the Survivor's Conference
- ❖ Collecting, storing and distributing donated items to women in need, as well as providing practical support and items for moving on from refuge into new homes;
- ❖ Providing training and awareness-raising within the community and sharing expertise with other professional organisations.

### **Safe refuge for women**

CWA offers a high standard of modern refuge accommodation to women who are at risk of harm due to domestic abuse and are in need of safe and supported accommodation. This service is funded by rent charges and by Cambridgeshire County Council. In the year up to March 2023 we accommodated 41 women and the 59 children they had with them. In addition, 32 women and 53 children benefited from ongoing resettlement support during the year. The average stay in refuge was 126 days. The length of stay for those living in refuge at any point during the year was as follows:

< 1 month	6
1 - 2 months	5
2 - 3 months	5
3 - 4 months	5
4 - 6 months	7
6 - 8 months	8
8 - 12 months	4
> 12 months	0

All women were assigned a Refuge Support Worker on arrival, who helped them settle into the refuge, explore their options, identify their needs and work through a support plan. We supported women with a wide range of needs, including: accessing basic necessities such as food, clothes and money; claiming the correct benefits; information on legal rights; accessing childcare and enrolling children in school; and creating a plan for the future. We were able to support some women to move on quickly to their preferred accommodation, while others stayed for a significant time while we helped them to get rehoused permanently.

*“Thank you to all the staff who have supported me whilst living here. Everybody is just so lovely I am truly very grateful to you all! Thank you for helping me to see that I can have a better life and future! Thank you so very much for keeping me safe!!” – former refuge resident*

Throughout the year, we continued to put effort into making our services as accessible as possible for women with multiple barriers to seeking support, through our designated Access Fund. We were able to support a number of families with no recourse to public funds, by advocating on their behalf and helping them to navigate the application process for a destitution domestic violence concession. We provided interpreters for non-English speakers wherever needed. We have kept developing and strengthening our knowledge through continuing professional development, and relationships with other specialist organisations, in order to advise, support and refer women effectively according to their needs and circumstances. We received in-depth training from the Centre for Women's Justice, in helping women to navigate the criminal justice system and holding the police and Crown Prosecution Service to account for decisions made in cases of violence against women.

We were pleased to be able to restart group work in the house, and successfully put on an 'Any Questions' group throughout the summer. Residents were able to nominate topics they would like to know more about, and workers and guest speakers designed sessions to answer their questions. We had sessions on women's rights and the history of Cambridge Women's Aid, good relationships, women's health and wellbeing, housing, and family law. We were also pleased to continue our good links with Cambridge Sustainable Food, which provides fresh fruit and vegetables for families living in the refuge.

We were grateful for an outpouring of goodwill and support at Christmas, and received toys to give out to children from the Star Radio 'Giving Tree' Appeal, as well as donations of food, vouchers, pantomime tickets and money to support families in refuge at this time of year. With our successful Christmas voucher fundraising appeal, and a new and improved system for sending out online vouchers, our generous donors in the community directly helped families in refuge to buy their chosen food and gifts to celebrate Christmas.

### **Safe refuge for children**

The main aim of the children's service is to keep children safe and to strengthen their family. The support given by this service included settling the children into refuge, accessing health services, support into school or nursery, access to community services as well as the provision of play activities, emotional support and family outings. Together, the Family Worker and Children's Worker played a key role in the refuge by providing advocacy for families, and liaising with other professionals and statutory

services. During the year, 59 children were accommodated in the refuge, with the majority of children being under the age of 10.

The increased capacity of the children's service, with a dedicated Children's Worker joining the Family Worker, has created more opportunities to establish a strong rapport and build up trust with children coming into refuge, in order to work with them supportively around the impact of domestic abuse in their lives. This meant being able to do more one-to-one work with children on thoughts and feelings, including taking older children on outings for some individual attention. We noted that some children are coming in with more additional needs, and at times it has been more challenging the usual to find external support such as school places and dental care. In these cases, the workers advocate with other professionals and agencies until the children can get their needs met.

Daily children's activities such as play sessions in the art room are popular as ever, and create freedom to play and build relationships within and between families. The Children's Worker started up a new 'pre-movers' group in October 2022, for mums and babies to enjoy sensory lights, music, jingly toys, and singing songs together, which has been very successful. We were delighted to welcome student volunteers from Student Community Action back to run Friday fun sessions with the children, with activities like group play, pamper sessions and making snacks together. We are grateful for some generous private donations, which have allowed us to offer specialist art therapy to children leaving refuge, and ensure that children have what they need for their new bedroom when moving on.

The team has gone above and beyond to make holidays and celebrations lots of fun for the children in refuge this year. There was an Easter egg hunt in the garden at Easter, and we were grateful for a kind donation of chocolate eggs for all the families in the house. We had an Eid party in May, with decorations and food, which one of the mums helped to organise. During half-term holidays, the team organised soft play, holiday lunches and crafts for the children. There were coach trips during the summer to amusement parks, where children built their confidence and overcame fears by going on the rides, and to the seaside, where children could play on the beach and swim in the sea, some for the first time. The summer holidays also saw trips to the park, cinema outings, bowling, and summer camps for some of the children, including sport, group games, cooking and swimming activities. We are grateful to all our partners and donors, such as Kids Out, who support this. At Hallowe'en there was pumpkin carving, and Christmas brought a visit from Santa and her elf, with a party for the children and presents provided by generous donors including Star Radio and Embrace. Generous benefactors every year also ensure the children are able to go to a Christmas pantomime and this year was no different. We are grateful for the continued support, and that this brought a lots of joy to families in refuge at a difficult time.

## Outreach Service

*"I have received regular support spanning over 3 years. The support from [my outreach worker] has been kind, informative and comforting. As well as practical advice about legal matters in the family court she has helped to devise strategies to emotionally and physically safeguard myself as well as my children. I will always be grateful for the support I received as I couldn't have been as strong as I am without it. I also did the Ask Me project and attended some of the trauma group sessions. A very important charity doing amazing work. Thank you so much for everything Cambridge Women's Aid have done for me." – Outreach client*

The Cambridge Women's Aid Outreach Service offers a free and confidential service based in the community, offering in-depth, tailored emotional and practical support to women subjected to domestic abuse. As well as supporting survivors directly, outreach workers frequently offer advice to professional and personal supporters in a survivor's life. The Outreach service was funded thanks to contributions from South Cambridgeshire District Council, Cambridge City Council and Cambridgeshire County Council. The funding of the outreach service changed half-way through the year, as Cambridgeshire County Council recommissioned the service and awarded the contract to another provider. The outreach team has worked hard to meet women's needs since this major change, adapt their ways of working, and advise or support all of the many women who continue to contact us. To meet emerging needs, since October 2022 the outreach service has offered more short-term advice as a proportion of overall work, ensuring that there is still capacity to offer intensive ongoing support to those in complex situations who are unlikely to be able to access another service.

Despite a significant reduction in funding, across the year in 2022-23, we received 295 new referrals directly into outreach, with the top three sources being self-referrals (53%), police (29%) and the IDVA service (13%). In total, the Outreach Project provided ongoing support to 259 people from the following areas:

<i>Cambridge City</i>	116
<i>East Cambridgeshire</i>	42
<i>South Cambridgeshire</i>	90
<i>Out of area</i>	11

The women receiving support from the outreach service had 313 children in total, who benefited indirectly from our support. We offered brief advice to an additional 353 individuals including survivors, professionals and third-parties, giving information about rights and options and signposting to appropriate support.

On top of the enduring legacy of Covid-19, a cost-of-living crisis started to hit at the start of 2022, particularly affecting those on lower incomes. This has compounded negative impacts on individuals, public services and the wider economy, and the outreach team reported an increase in survivors coming forward with high support needs and complex situations. There were some changes in staffing which reduced the outreach team from four to two workers, and we were forced to withdraw recruitment to fill the additional positions when the funding from Cambridgeshire County Council came to an end. We would like to pay tribute to the skill, dedication and passion of our outreach workers, who have continued to fill the gaps in support for survivors during a very challenging period amid lots of uncertainty. What we know for sure is that demand is still high, and our history, credibility and reputation mean that women continue to contact Cambridge Women's Aid for support. We are grateful to all the donors and community supporters who have held us up during this period, as it has allowed us to keep being there for women.

Despite the challenges, there were lots of positive new developments this year too. We were delighted to be able to keep building on our group work – continuing to offer our long-standing art group, in which women supported by the outreach service have a chance to connect with each other, use their creative skills and chat in a relaxed environment. We started piloting a new therapy group called 'Moving Forward, co-delivered with the Group Therapy Centre, and focusing on peer support, group therapy and positive coping strategies. Feedback from the group has been positive, and we plan to continue developing this group to help fill the gap for survivors who are on long waiting lists for mental health support elsewhere:

*“Since attending the moving forward sessions, I have seen a positive difference in my confidence and self-esteem. My mental health has improved and I have received lots of useful tips on coping strategies. The facilitators are always helpful and I always feel supported.” – group participant*

We also built on our work with partners to influence positive changes for survivors locally, through our Survivor's Conference in September 2022. The event brought women with lived experience of domestic abuse together with key community services, in order to generate productive conversations about how these services can be improved for survivors. We would like to thank the twenty-seven survivors who generously gave their time, energy, and experiences to make the event such a valuable day. Our thanks also go to the agency representatives for showing their commitment to listening and improving services for survivors, and to St Catharine's college for their hospitality. To develop this work further, we were delighted to receive a grant from Rosa UK's 'Voices from The Frontline Fund' in January 2023, which will be used to develop a project involving survivors in further influencing and campaigning work.

*"It made me reflect upon on all the different agencies involved and how they could work together more effectively to help survivors on their journey" [...] "I am believed and cared about and there are so many services and people out there who are there to support, more than I realise. There is hope for my future. Ways I can help make a difference - glad I can use my story for good and help others maybe."*

We were delighted to start giving out grants to women through our 'Fun Fund', provided through a generous private donation, for families to be able to do enjoyable activities that they may not otherwise be able to afford, so that mums can give children a memorable experience. Some examples of activities families did this year included bowling, trips to the zoo, trampolining, going to the London Science Museum, visiting the seaside, and going out for dinner to celebrate birthdays.

*"Thank you so much for getting me the funding for a day trip with the kids. I just booked our tickets to the amusement park. The children are so excited and grateful as we wouldn't have been doing this if it wasn't for the support from yourself and Women's Aid"*

A particular highlight of the year was Christmas 2023, when once again we were able to give out vouchers to women, helping them and their children to enjoy their festivities.

### **Community Engagement**

Research shows that communities are often the first to know about abuse, and that they can act as either gate openers or gate closers for a survivor seeking help. Cambridge Women's Aid has continued to develop work around education, prevention and community engagement to improve responses to domestic abuse in our area, by delivering the Ask Me course developed by Women's Aid England.

*"Excellent facilitators! Well organized, structured, and managed. All felt so safe and boundaried. All comments were respected, and input was encouraged. Really brilliant." – Ask Me participant, 2023*

Thanks to funding from the Monday Charitable Trust, we were able to re-start and expand the delivery of the Ask Me course this year. Across the year, our Ask Me Coordinator delivered a mixture of daytime and evening training groups, with 99 people accessing the training in total. We have also put on a number of online, open-access events in order to create further opportunities for raising awareness of specific issues, and promote the training to a wider audience. A particular highlight from this year was putting on a public event with Dr Emma Katz, a globally respected expert in coercive control, and in particular its impact on child survivors. We were delighted to be invited

to the Domestic Abuse Commissioner's national conference in March 2023, to speak about the Ask Me project as an example of good practice in engaging communities and strengthening early intervention. We continue to be inspired by the commitment the Ask Me community shows in taking action to end domestic abuse and ensure that survivors get the right response the first time they speak out.

## **FINANCIAL REVIEW**

### **Principal funding sources**

The charity's main sources of funds come from Cambridgeshire County Council, which funds the support to women living in the refuge and part-funded the Outreach project for the first half of the year. We are grateful to Cambridge City Council for providing a grant for the Outreach Project. South Cambridgeshire District Council also make a contribution towards the costs of the Outreach Project. A considerable proportion of income is received as rent from the residents of the two refuges, mainly from Housing Benefit. The charity also receives general donations from individuals and organisations who support the work of CWA.

In the past year, we received a significant donation from The Thompson Family Trust to support the work we do with children affected by domestic abuse. We are indebted to them for their generosity and support. This donation has been restricted to ensure we can meet the needs of families moving on with their lives. We are grateful to a number of other groups, businesses and individuals in our community who contacted us with offers of help and donations, which we valued highly.

We would also like to acknowledge the support we received from Star Radio, who teamed up with the Gifting Tree at a local shopping centre, and ran a campaign to ensure that we could give out Christmas presents to every child we support. We are always touched by the depth of generosity from so many local groups and individuals at Christmas, and 2022 was no different – we would like to thank everyone who helped to make this time of year special for women and children using our service.

In 2022/23 Cambridge Women's Aid was chosen to be the Charity of the Year by Cambridge Building Society. We appreciated the funding and exposure that this wonderful relationship gave the charity and thank those who partnered with us with dedication and passion to support the work.

We are also grateful to those individuals and organisations who so kindly donated vital items to the charity throughout the year. The clothes, toys, household items, toiletries and furniture we received provided a much appreciated source of support to the service users.

### **Reserves policy**

The trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission and believe that reserves should be at a level to ensure the charity can run efficiently and cover perceivable risk factors that may arise. CWA undertakes an annual risk assessment which influences the reserves policy.

The trustees believe that the charity should hold financial reserves to:

1. Be able to run effectively and be able to meet the needs of the beneficiaries
2. Protect the organisation and be able to continue operating despite damaging events
3. Fund necessary development of services
4. Meet all financial obligations such as lease commitments

The trustees are of the opinion that the minimum level of unrestricted free reserves held should be the sum total of the following

- The equivalent of one month's running costs
- Lease commitments
- Staff redundancy costs (to be reviewed annually) and other staff related financial obligations
- Adherence to all obligations under the Equality Act 2010 and other statutory requirements
- An emergency fund (contingency costs in case of an emergency)

This equates to £167,611 for the financial period ending March 2023. This amount is within our policy of holding less than 6 months running costs as free reserves at any given time.

As at 31<sup>st</sup> March 2023, CWA holds £160,334 as free reserves.

### **Financial Position at 31<sup>st</sup> March 2023**

At the end of the financial year, the charity is in a good financial position. We are able to fund our core work and have additional funds to ensure we can cover our planned work for the coming year. The renewal of the refuge contract for the next 5 years puts funding for the refuge project on a secure footing. In terms of risk, our commissioned outreach funding is coming to an end, which will require some changes to the funding model for this service in the future. However, good advance planning means that the combination of free reserves, designated funds and restricted funds gives the charity the ability to continue providing our main services and be responsive to the needs we predict for the next year.

### **PLANS FOR THE FUTURE**

Looking to the future, we are:

- ❖ Working to obtain long term funding for the outreach services, and continue to bring in funding for women resettling after refuge.
- ❖ Developing group work offering, such as the Helping Hands programme in the refuge.
- ❖ Seeking to deliver our outreach service from a new physical centre, alongside other local women's services.
- ❖ Exploring ways to build the resilience of women experiencing economic hardship.
- ❖ Continuing to analyse the benefits and opportunities of the new Domestic Abuse Act, and lending our voice to wider calls to keep the voices of survivors, children, and minoritised women at the heart of the government's response to domestic abuse.
- ❖ Developing the board of trustees through the recruitment of new members, who will bring in new skills and perspectives to benefit the charity and drive forward our vision and mission.
- ❖ Looking forward to deepening our collaboration in the work of the Cambridge and Peterborough Women's Consortium (CPWC).
- ❖ Continuing our fruitful partnership with St Catharine's College, in order to continue the Ask Me project, and to put on a second Survivor's Conference for survivor's voices to be heard by statutory agencies.
- ❖ Lending our expertise to local partners seeking to improve their response to domestic abuse through improved policies, procedures and training.
- ❖ Building our relationship with our local Family Court to support their ambitions to best respond to vulnerable court users.
- ❖ Co-producing a new project funded by the Rosa trust, to involve women with lived experience in campaigning and influencing on issues that matter to them.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

CWA is a charitable company limited by guarantee not having share capital. The company was created under a Memorandum of Association which established the objects and powers of the charitable company, and is governed under its Articles of Association.

### **Statement of Trustees' Responsibilities**

CWA is governed by a board of trustees, whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, and the establishment of policy. The trustees are also the directors of Cambridge Women's Aid for the purposes of company law.

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the charitable company's financial activities during the year and of its financial position at the end of the year. In preparing financial statements the trustees should:

- ❖ select suitable accounting policies and then apply them consistently;
- ❖ observe the methods and principles in the Charity SORP;
- ❖ make judgements and estimates that are reasonable and prudent;
- ❖ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the trustees are aware:

- ❖ There is no relevant audit information of which the charitable company's auditors are unaware; and
- ❖ The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

### **Management of the organisation**

The trustees of Cambridge Women's Aid are responsible for the charity. They delegate the day to day running of the charity to paid workers. The workers work collaboratively and all workers work at a high level, taking responsibility for their own area of work. The Chief Executive Officer is responsible for the overall management of the charity, particularly the strategic and resource aspects. The senior Refuge Worker is responsible for the refuge. All senior workers support and oversee the Outreach and community work. The other workers are all responsible to the senior workers.

During 2022/23, remuneration of personnel was set by comparing equivalent specialist roles nationally and looking at the pay of local roles with similar responsibility. CWA has Living Wage certification and the highest paid worker was always paid less than three times that of the lowest paid worker. The Employment Group meets regularly to

address business related to staffing. The trustees carried out an in-depth benchmarking exercise in 2021/22, and this led to salary reviews in 2022/23 to ensure that pay continues to be set at an appropriate level, and that working conditions ensure staff well-being and retain valuable skilled staff.

Senior workers meet with the trustees quarterly. Workers communicate every day and keep each other informed of their work, particularly any challenges or concerns. Workers meet regularly for formal case reviews and to discuss CWA business. Workers offer each other a high level of support and opportunities to reflect and share good practice. Workers also have access to an external counsellor for in-depth clinical supervision.

CWA has a minimum of four trustees. They also act as directors of the company. All trustees are women and are selected for their skill and experience that both represent and benefit the service users. Each woman is nominated and elected at the Annual General Meeting. During the period between each AGM, women can be co-opted on to the Board by a majority vote of the current trustees. All trustees give their time on a voluntary basis and do not receive any remuneration from CWA. The CWA Management Committee Policy sets out the trustee's job description, authority, responsibilities and induction.

### **Commencement of Activities**

The charity commenced activities on the 1 October 2010 following the transfer of activities and net assets from Cambridge Women's Aid (registered charity number 273867) on the 30<sup>th</sup> September 2010.

### **Affiliations and Related Parties**

Cambridge Women's Aid is an independent charity and a full member of Women's Aid Federation England.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Company number**

07263026 (England and Wales)

### **Registered Charity number**

1137602

### **Registered Office**

9 Great Chesterford Court  
London Road

Cambridge Women's Aid  
Registered number: 07263026

**Cambridge women's aid**  
Supporting women & children since 1977

Great Chesterford  
Essex  
CB10 1PF

**Trustees**

The charity has a dispensation from the Charity Commission from listing the names of its trustees.

**Auditors**

Lanham and Company Limited  
Statutory Auditors & Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

**Contact information**

*Administration & Outreach Office*

13 Sturton Street  
Cambridge  
CB1 2SN  
tel: 01223 361214

email: [admin@cambridgewa.org.uk](mailto:admin@cambridgewa.org.uk)  
email: [outreach@cambridgewa.org.uk](mailto:outreach@cambridgewa.org.uk)

*Refuge*

P O Box 302  
Cambridge  
CB1 1EA  
tel: 01223 460947  
fax: 01223 354700  
email: [refuge@cambridgewa.org.uk](mailto:refuge@cambridgewa.org.uk)

**Bankers**

Lloyds TSB Bank Plc  
Gonville Place  
Cambridge  
CB2 1BQ

Cambridge Women's Aid

Statement of Trustees' Responsibilities  
for the Year Ended 31 March 2023

The trustees (who are also the directors of Cambridge Women's Aid for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on 18/12/23 and signed on its behalf by:

M Kyne-Lilley - Trustee



**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Opinion**

We have audited the financial statements of Cambridge Women's Aid (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 19 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have obtained an understanding of the legal and regulatory framework applicable to the charity, focusing on provisions of those laws and regulations which had a direct effect on the determination of material amounts and disclosures in the Financial Statements.

We have considered the nature of the industry and sector, control environment and business framework.

We have enquired of management and trustees in regard to their own assessment of the risks of irregularities, including fraud and obtained relevant documentation and representations in order to form an opinion on potential irregularities including fraud.

We have reviewed the company's documentation of their policies and procedures relating to identifying, evaluating and complying with laws and regulations, detecting and responding to the risks of fraud, and the internal controls established to mitigate the risks of fraud and non-compliance with laws and regulations.

Audit procedures performed during the audit included transaction testing with a focus on areas of judgement and estimations, and entries determined to be large of relating to unusual transactions. These audit procedures are designed to provide reasonable assurance that the Financial Statements were free from fraud or error. However, detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as those irregularities that result from fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations.

No instances of non-compliance with laws and regulations of fraud were communicated to us during the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Ireland FCCA (Senior Statutory Auditor)  
for and on behalf of Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

*Lanham & Co*

Date: 19 December 2023

Cambridge Women's Aid

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	140,297	49,998	190,295	164,986
<b>Charitable activities</b>	4				
Hostel accommodation		164,919	164,700	329,619	308,802
Community services		-	151,059	151,059	204,298
Investment income	3	407	-	407	13
<b>Total</b>		<u>305,623</u>	<u>365,757</u>	<u>671,380</u>	<u>678,099</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	5				
Hostel accommodation		183,488	239,793	423,281	349,292
Community services		52,638	130,261	182,899	218,119
Support services		19,626	2,463	22,089	22,751
<b>Total</b>		<u>255,752</u>	<u>372,517</u>	<u>628,269</u>	<u>590,162</u>
<b>NET INCOME/(EXPENDITURE)</b>		49,871	(6,760)	43,111	87,937
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		359,080	326,652	685,732	597,795
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>408,951</u>	<u>319,892</u>	<u>728,843</u>	<u>685,732</u>

The notes form part of these financial statements

Cambridge Women's Aid (Registered number: 07263026)

Balance Sheet  
31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	12	246	-	246	494
<b>CURRENT ASSETS</b>					
Stocks	13	1,000	-	1,000	1,000
Debtors	14	29,355	-	29,355	10,079
Cash at bank		<u>415,347</u>	<u>332,542</u>	<u>747,889</u>	<u>727,761</u>
		445,702	332,542	778,244	738,840
<b>CREDITORS</b>					
Amounts falling due within one year	15	(36,998)	(12,649)	(49,647)	(53,602)
<b>NET CURRENT ASSETS</b>		<u>408,704</u>	<u>319,893</u>	<u>728,597</u>	<u>685,238</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>408,950</u>	<u>319,893</u>	<u>728,843</u>	<u>685,732</u>
<b>NET ASSETS</b>		<u>408,950</u>	<u>319,893</u>	<u>728,843</u>	<u>685,732</u>
<b>FUNDS</b>	17				
Unrestricted funds				408,950	359,080
Restricted funds				<u>319,893</u>	<u>326,652</u>
<b>TOTAL FUNDS</b>				<u>728,843</u>	<u>685,732</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 18/12/23 and were signed on its behalf by:

M Kyne-Lilley - Trustee



The notes form part of these financial statements

Cambridge Women's Aid

Cash Flow Statement  
for the Year Ended 31 March 2023

	Notes	31.3.23 £	31.3.22 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>19,721</u>	<u>(33,659)</u>
Net cash provided by/(used in) operating activities		<u>19,721</u>	<u>(33,659)</u>
<b>Cash flows from investing activities</b>			
Interest received		<u>407</u>	<u>13</u>
Net cash provided by investing activities		<u>407</u>	<u>13</u>
		<u>          </u>	<u>          </u>
<b>Change in cash and cash equivalents in the reporting period</b>		20,128	(33,646)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>727,761</u>	<u>761,407</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>747,889</u>	<u>727,761</u>

The notes form part of these financial statements

Cambridge Women's Aid

Notes to the Cash Flow Statement  
for the Year Ended 31 March 2023

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

	31.3.23 £	31.3.22 £
Net income for the reporting period (as per the Statement of Financial Activities)	43,111	87,937
Adjustments for:		
Depreciation charges	248	248
Interest received	(407)	(13)
Decrease in stocks	-	3,794
(Increase)/decrease in debtors	(19,276)	1,187
Decrease in creditors	<u>(3,955)</u>	<u>(126,812)</u>
Net cash provided by/(used in) operations	<u>19,721</u>	<u>(33,659)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank	<u>727,761</u>	<u>20,128</u>	<u>747,889</u>
	<u>727,761</u>	<u>20,128</u>	<u>747,889</u>
Total	<u>727,761</u>	<u>20,128</u>	<u>747,889</u>

The notes form part of these financial statements

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2023

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

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.

##### **Going Concern**

There are no material uncertainties that would cast doubt on the charity's ability to continue as a going concern.

##### **Income**

All income is recognised at the fair value in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

##### **Grants**

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the charity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Government grants are accounted for as above, further information on the government grants is included in note 4.

##### **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.

##### **Allocation and apportionment of costs**

Support and management costs are allocated between funds based on the proportion of staff and volunteer hours in each service, on the assumption that the major management expenses is a result of personnel. Volunteers are weighted as half and work substantially fewer hours.

##### **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	- 20% on cost
Motor vehicles	- 12.5% on cost

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

##### **Stocks**

Stocks held by the charity are goods held to be distributed freely or for a nominal consideration. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

##### **Taxation**

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

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2023

#### 1. ACCOUNTING POLICIES - continued

##### **Fund accounting**

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

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

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

##### **Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### **Donated goods**

Donated goods are recognised as income when the charity has control over the goods any conditions associated with the donated goods have been met, the receipt of economic benefit from the use by the charity of the goods is probable and that economic benefit can be measured reliably.

On receipt, donated goods are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain goods of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102), the time of general volunteers is not recognised. The role of volunteers is covered in more detail in the trustees report.

##### **Financial instruments**

Financial assets and liabilities are recognised when the company becomes a party to the contractual provisions of the instrument.

Trade debtors and creditors are classed as basic financial instruments and are initially measured at transaction price.

Cash and cash equivalents are classified as basic financial instruments and comprise cash in hand and at bank and short-term deposits with an original maturity date of three months or less.

##### **Support costs**

Support costs include the central functions and have been allocated to activity cost categories based on the cost of staff time spent on each activity.

#### 2. DONATIONS AND LEGACIES

	31.3.23	31.3.22
	£	£
Donations	185,827	164,809
Donated services and facilities	2,748	-
Other income	<u>1,720</u>	<u>177</u>
	<u>190,295</u>	<u>164,986</u>

During the year the charity received donated goods for the direct use of the beneficiaries of the charity valued at £7,000 (2022: £14,000).

During the year the charity received donated services of professional fees for the charity's own use valued at £2,748.

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

<b>3. INVESTMENT INCOME</b>		31.3.23	31.3.22
		£	£
Deposit account interest		<u>407</u>	<u>13</u>

<b>4. INCOME FROM CHARITABLE ACTIVITIES</b>			31.3.23	31.3.22
			Total	Total
	Hostel accommodation	Community services	activities	activities
	£	£	£	£
Rents receivable	151,085	-	151,085	139,959
Service charges receivable	13,834	-	13,834	13,222
Grants	5,000	151,059	156,059	214,298
Contract service income	<u>159,700</u>	<u>-</u>	<u>159,700</u>	<u>145,621</u>
	<u>329,619</u>	<u>151,059</u>	<u>480,678</u>	<u>513,100</u>

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

	31.3.23	31.3.22
	£	£
Cambridge City Council	40,000	48,000
Cambridgeshire County Council	77,250	146,138
South Cambridgeshire District Council	8,809	8,809
Monday Charitable Trust	24,000	11,351
Rosa Voices	<u>6,000</u>	<u>-</u>
	<u>156,059</u>	<u>214,298</u>

Contract service income received, included in the income breakdown above, is as follows:

	31.3.23	31.3.22
	£	£
Cambridgeshire County Council	<u>159,700</u>	<u>145,621</u>
	<u>152,129</u>	<u>145,621</u>

<b>5. CHARITABLE ACTIVITIES COSTS</b>			
	Direct	Support	Totals
	Costs (see	costs (see	
	note 6)	note 7)	
	£	£	£
Hostel accommodation	413,044	10,237	423,281
Community services	180,012	2,887	182,899
Support services	<u>22,089</u>	<u>-</u>	<u>22,089</u>
	<u>615,145</u>	<u>13,124</u>	<u>628,269</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.23	31.3.22
	£	£
Staff costs	385,257	368,540
Rent, rates and water	84,927	78,969
Insurance	3,328	2,908
Light and heat	11,191	13,933
Telephone and internet	6,366	6,599
Postage and stationery	1,319	1,793
Advertising	845	400
Sundries	3,481	5,719
Repairs and renewals	8,192	6,388
Licences	4,979	2,952
Cleaning and gardening	3,257	3,709
Police alarm	686	711
Transport	1,962	2,044
Payment fees	286	258
Training and education	2,133	2,506
Donations	21,424	35,897
Fund activities costs	67,581	44,254
Professional fees	7,683	575
Depreciation	248	248
	<u>615,145</u>	<u>578,403</u>

7. SUPPORT COSTS

	Governance costs
	£
Hostel accommodation	10,237
Community services	<u>2,887</u>
	<u>13,124</u>

Support costs, included in the above, are as follows:

Governance costs

	Hostel accommodation	Community services	31.3.23 Total activities	31.3.22 Total activities
	£	£	£	£
Auditors' remuneration	<u>10,237</u>	<u>2,887</u>	<u>13,124</u>	<u>11,759</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

8. NET INCOME/(EXPENDITURE)

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

	31.3.23	31.3.22
	£	£
Auditors' remuneration	13,124	11,759
Depreciation - owned assets	<u>248</u>	<u>248</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

10. STAFF COSTS

	31.3.23	31.3.22
	£	£
Wages and salaries	346,852	332,639
Social security costs	30,318	28,176
Other pension costs	<u>8,087</u>	<u>7,725</u>
	<u>385,257</u>	<u>368,540</u>

The employee benefits of key management personnel during the year was £112,505 (2022: £97,293).

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

	31.3.23	31.3.22
Hostel and frontline workers	3	4
Childworker	2	1
Support staff / CEO	2	3
Outreach	2	5
Community projects	1	1
Finance	<u>1</u>	<u>-</u>
	<u>11</u>	<u>14</u>

No employees received emoluments in excess of £60,000.

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	109,986	55,000	164,986
<b>Charitable activities</b>			
Hostel accommodation	153,181	155,621	308,802
Community services	-	204,298	204,298
Investment income	<u>13</u>	<u>-</u>	<u>13</u>
<b>Total</b>	<u>263,180</u>	<u>414,919</u>	<u>678,099</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Hostel accommodation	163,557	185,735	349,292
Community services	18,687	199,432	218,119
Support services	<u>22,460</u>	<u>291</u>	<u>22,751</u>
<b>Total</b>	<u>204,704</u>	<u>385,458</u>	<u>590,162</u>
<b>NET INCOME</b>	58,476	29,461	87,937
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>300,603</u>	<u>297,192</u>	<u>597,795</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>359,079</u>	<u>326,653</u>	<u>685,732</u>
12. TANGIBLE FIXED ASSETS	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>			
At 1 April 2022 and 31 March 2023	<u>1,238</u>	<u>16,759</u>	<u>17,997</u>
<b>DEPRECIATION</b>			
At 1 April 2022	744	16,759	17,503
Charge for year	<u>248</u>	<u>-</u>	<u>248</u>
At 31 March 2023	<u>992</u>	<u>16,759</u>	<u>17,751</u>
<b>NET BOOK VALUE</b>			
At 31 March 2023	<u>246</u>	<u>-</u>	<u>246</u>
At 31 March 2022	<u>494</u>	<u>-</u>	<u>494</u>

All assets are used for charitable purposes.

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

<b>13. STOCKS</b>	31.3.23	31.3.22
	£	£
Stocks	<u>1,000</u>	<u>1,000</u>
<b>14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	31.3.23	31.3.22
	£	£
Rent receivable	4,168	1,784
Other debtors	7,157	-
Prepayments and accrued income	<u>18,030</u>	<u>8,295</u>
	<u>29,355</u>	<u>10,079</u>
<b>15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	31.3.23	31.3.22
	£	£
Trade creditors	9,013	2,906
Social security and other taxes	10,362	15,587
Other creditors	1,862	3,498
Accruals and deferred income	<u>28,410</u>	<u>31,611</u>
	<u>49,647</u>	<u>53,602</u>

Contracts received in advance refers to payments received on account for contractual income for services provided following the year end, as per the terms of the grants.

There was deferred income of £12,649 (2022: £12,649) in the year.

**16. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.23	31.3.22
	£	£
Within one year	<u>47,734</u>	<u>59,692</u>

Operating lease commitments are in respect of the rental of properties used for charitable purposes. The total lease payments recognised as an expense in the SoFA in the year is £79,868.39 (2022: £74,398).

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
<b>Unrestricted funds</b>				
General fund	103,303	4,212	-	107,515
Donations and interest	44,631	114,688	(106,500)	52,819
HR Fund	247	(882)	1,500	865
Outreach project	-	(28,377)	120,000	91,623
Womens activities	7,080	(6,863)	10,000	10,217
Refuge Children's Fund	2,888	(2,888)	-	-
Case Management System	4,854	(5,266)	5,000	4,588
Development fund	176,077	(10,399)	(35,000)	130,678
Interpreting Access Fund	10,000	(1,323)	-	8,677
Ask Me (designated)	<u>10,000</u>	<u>(13,032)</u>	<u>5,000</u>	<u>1,968</u>
	359,080	49,870	-	408,950
<b>Restricted funds</b>				
Children's move on fund	298,750	(8,113)	-	290,637
Consulting Service Users	5,810	5,844	-	11,654
Improvement Fund	7,210	(7,210)	-	-
Refuge Support Fund	-	8,554	-	8,554
The Linney Fun Fund	9,709	(2,914)	-	6,795
Flexible Funding	173	413	-	586
Therapy Fund	<u>5,000</u>	<u>(3,333)</u>	<u>-</u>	<u>1,667</u>
	<u>326,652</u>	<u>(6,759)</u>	<u>-</u>	<u>319,893</u>
<b>TOTAL FUNDS</b>	<u>685,732</u>	<u>43,111</u>	<u>-</u>	<u>728,843</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

17. 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	174,129	(169,917)	4,212
Donations and interest	129,112	(14,424)	114,688
HR Fund	-	(882)	(882)
Outreach project	-	(28,377)	(28,377)
Womens activities	(1)	(6,862)	(6,863)
Refuge Children's Fund	2,384	(5,272)	(2,888)
Case Management System	(1)	(5,265)	(5,266)
Development fund	-	(10,399)	(10,399)
Interpreting Access Fund	-	(1,323)	(1,323)
Ask Me (designated)	-	(13,032)	(13,032)
	<u>305,623</u>	<u>(255,753)</u>	<u>49,870</u>
<b>Restricted funds</b>			
Children's move on fund	50,000	(58,113)	(8,113)
Consulting Service Users	9,999	(4,155)	5,844
Outreach project	121,058	(121,058)	-
Improvement Fund	-	(7,210)	(7,210)
Ask Me	20,000	(20,000)	-
Refuge Support Fund	159,700	(151,146)	8,554
The Linney Fun Fund	-	(2,914)	(2,914)
Flexible Funding	5,000	(4,587)	413
Therapy Fund	-	(3,333)	(3,333)
	<u>365,757</u>	<u>(372,516)</u>	<u>(6,759)</u>
<b>TOTAL FUNDS</b>	<u>671,380</u>	<u>(628,269)</u>	<u>43,111</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	114,888	(11,585)	-	103,303
Donations and interest	41,664	77,967	(75,000)	44,631
HR Fund	787	(540)	-	247
Womens activities	8,041	(961)	-	7,080
Refuge Children's Fund	3,159	(271)	-	2,888
Case Management System	2,064	(3,210)	6,000	4,854
Development fund	130,000	(2,923)	49,000	176,077
Interpreting Access Fund	-	-	10,000	10,000
Ask Me (designated)	-	-	10,000	10,000
	<u>300,603</u>	<u>58,477</u>	-	<u>359,080</u>
<b>Restricted funds</b>				
Children's move on fund	275,165	23,585	-	298,750
Consulting Service Users	1,810	4,000	-	5,810
Improvement Fund	7,210	-	-	7,210
Ask Me	3,007	(3,007)	-	-
The Linney Fun Fund	10,000	(291)	-	9,709
Flexible Funding	-	173	-	173
Therapy Fund	-	5,000	-	5,000
	<u>297,192</u>	<u>29,460</u>	-	<u>326,652</u>
<b>TOTAL FUNDS</b>	<u>597,795</u>	<u>87,937</u>	-	<u>685,732</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

17. 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	167,358	(178,943)	(11,585)
Donations and interest	95,823	(17,856)	77,967
HR Fund	-	(540)	(540)
Womens activities	-	(961)	(961)
Refuge Children's Fund	-	(271)	(271)
Case Management System	-	(3,210)	(3,210)
Development fund	<u>(1)</u>	<u>(2,922)</u>	<u>(2,923)</u>
	263,180	(204,703)	58,477
<b>Restricted funds</b>			
Children's move on fund	55,000	(31,415)	23,585
Playscheme	5,000	(5,000)	-
Consulting Service Users	4,000	-	4,000
Outreach project	187,947	(187,947)	-
Ask Me	7,351	(10,358)	(3,007)
Refuge Support Fund	103,621	(103,621)	-
The Linney Fun Fund	-	(291)	(291)
Flexible Funding	5,000	(4,827)	173
Therapy Fund	5,000	-	5,000
Refuge Children's Fund	<u>42,000</u>	<u>(42,000)</u>	<u>-</u>
	414,919	(385,459)	29,460
<b>TOTAL FUNDS</b>	<u>678,099</u>	<u>(590,162)</u>	<u>87,937</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

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

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
<b>Unrestricted funds</b>				
General fund	114,888	(7,373)	-	107,515
Donations and interest	41,664	192,655	(181,500)	52,819
HR Fund	787	(1,422)	1,500	865
Outreach project	-	(28,377)	120,000	91,623
Womens activities	8,041	(7,824)	10,000	10,217
Refuge Children's Fund	3,159	(3,159)	-	-
Case Management System	2,064	(8,476)	11,000	4,588
Development fund	130,000	(13,322)	14,000	130,678
Interpreting Access Fund	-	(1,323)	10,000	8,677
Ask Me (designated)	-	(13,032)	15,000	1,968
	<u>300,603</u>	<u>108,347</u>	-	<u>408,950</u>
<b>Restricted funds</b>				
Children's move on fund	275,165	15,472	-	290,637
Consulting Service Users	1,810	9,844	-	11,654
Improvement Fund	7,210	(7,210)	-	-
Ask Me	3,007	(3,007)	-	-
Refuge Support Fund	-	8,554	-	8,554
The Linney Fun Fund	10,000	(3,205)	-	6,795
Flexible Funding	-	586	-	586
Therapy Fund	-	1,667	-	1,667
	<u>297,192</u>	<u>22,701</u>	-	<u>319,893</u>
<b>TOTAL FUNDS</b>	<u>597,795</u>	<u>131,048</u>	-	<u>728,843</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

17. 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	341,487	(348,860)	(7,373)
Donations and interest	224,935	(32,280)	192,655
HR Fund	-	(1,422)	(1,422)
Outreach project	-	(28,377)	(28,377)
Womens activities	(1)	(7,823)	(7,824)
Refuge Children's Fund	2,384	(5,543)	(3,159)
Case Management System	(1)	(8,475)	(8,476)
Development fund	(1)	(13,321)	(13,322)
Interpreting Access Fund	-	(1,323)	(1,323)
Ask Me (designated)	-	(13,032)	(13,032)
	568,803	(460,456)	108,347
<b>Restricted funds</b>			
Children's move on fund	105,000	(89,528)	15,472
Playscheme	5,000	(5,000)	-
Consulting Service Users	13,999	(4,155)	9,844
Outreach project	309,005	(309,005)	-
Improvement Fund	-	(7,210)	(7,210)
Ask Me	27,351	(30,358)	(3,007)
Refuge Support Fund	263,321	(254,767)	8,554
The Linney Fun Fund	-	(3,205)	(3,205)
Flexible Funding	10,000	(9,414)	586
Therapy Fund	5,000	(3,333)	1,667
Refuge Children's Fund	42,000	(42,000)	-
	780,676	(757,975)	22,701
<b>TOTAL FUNDS</b>	<b>1,349,479</b>	<b>(1,218,431)</b>	<b>131,048</b>

**Purposes of General Funds**

The charity has a policy of spending any general donations received in any year, for the direct benefit of the charities beneficiaries. The general fund represents the free funds of the charity which are not designated for particular purposes.

**Purposes of Restricted Funds**

**Children's Move On Fund**

The fund has been provided by a supporter of Cambridge Women's Aid to ensure that children's basic needs are met when they move out of refuge and into their new home. The fund also aims to extend the support offered by the charity to children affected by domestic abuse.

**Playscheme**

The charity receives funding from Cambridge City Council to provide a holiday playscheme for children living in the refuge

**Consulting service users**

The fund is to support the involvement of service users in shaping processes and the development of the charity and other partners services.

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2023

#### 17. MOVEMENT IN FUNDS - continued

##### **Outreach Fund**

The charity receives funding from Cambridge City Council, Cambridgeshire County Council and South Cambridgeshire District Council to provide an Outreach Project to support women with domestic abuse issues living in Cambridge and the surrounding villages

##### **Improvement Fund**

This fund is to provide resources to strengthen refuge provision in Cambridge.

##### **Ask Me**

The Ask Me project aims to equip community members with an understanding of domestic abuse and how to respond.

##### **Refuge Support Fund**

The Refuge Support Fund is a restricted income from a contract the charity has with Cambridgeshire County Council to provide specialist support to the women and children living in the refuge.

##### **The Linney Fun Fund**

Provided by a supporter in the financial year 2020/21 to ensure that the women and children using our services have access to funding for fun activities and days out.

##### **Therapy Fund**

To provide services to support women's mental health.

##### **Flexible Funding**

Funds provided by Cambridgeshire County Council to fund support to enable women to gain or remain in safe accommodation .

##### **Purposes of Designated Funds**

##### **Activities Fund**

The fund is established to ensure that CWA can continue to offer women using CWA services a wide range of activities over the coming years.

##### **Donations and interest**

The fund is to support service users.

##### **HR Consultancy**

This fund was established to ensure that the organisation could access specialist HR advice whenever necessary

##### **Office Equipment**

The fund is to set aside resources for future capital replacement

##### **Case Management System Fund**

The fund is set aside to cover the costs of the charity's Case Management System.

##### **Development Fund**

The fund, established in 2019/20 is set aside to invest in additional staff time and other costs to develop new projects and new ways of working for the charity.

##### **Access fund**

This fund is meet the cost of ensuring equal access to all service users regardless of language or other accessibility needs.

##### **Development fund**

A fund to support the development plans of Cambridge Women's Aid to continue and develop service provision to meet the needs of women and children using CWA services.

**Cambridge Women's Aid**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023**

**17. MOVEMENT IN FUNDS - continued**

**Outreach Fund**

The trustees are committed to ensure that local women can continue to access our community based services and have designated funds to ensure this continues throughout a changing funding environment.

**Transfers between funds**

The following transfers have been made during the year:-

Transfers were made from the unrestricted donations fund to the following designated funds in accordance with the Trustees' assessment of need: Interpreting Access fund, Case Management System fund, Ask Me, HR fund, Women's Activities Fund, Outreach Fund and the Development Fund.

**18. RELATED PARTY DISCLOSURES**

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

**19. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES**

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**CAMBRIDGE WOMEN'S AID**

England & Wales - Charity number 1137602

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# Accounts

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**REGISTERED COMPANY NUMBER: 07263026 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1137602**

**Report of the Trustees and  
Financial Statements for the Year Ended 31 March 2022  
for  
Cambridge Women's Aid**

Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

**Cambridge Women's Aid**

**Contents of the Financial Statements  
for the Year Ended 31 March 2022**

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**Report of the Trustees  
for the Year Ended 31 March 2022**

The trustees of Cambridge Women's Aid, who are also directors of the charity for the purposes of the Companies Act 2006, are pleased to present their Annual Trustees' Report, together with the financial statements of the charity for the year ending March 2022. These are prepared to meet the requirements 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).

**OBJECTIVES AND ACTIVITIES**

**History and Charitable Purpose**

Cambridge Women's Aid (CWA) offers information, advice and practical as well as emotional support to women affected by domestic abuse. The charity also provides safe and secure accommodation to women and children in need of a place of safety.

The charity's constitution was established in 1977 with the following objectives:

- o To relieve the distress and suffering of women and children who have suffered or are exposed to domestic violence.
- o To relieve the aforementioned women and children in need by making grants of money or providing or paying for items, services or facilities, and by the preservation and protection of their mental and physical health in such ways as shall contribute to relieving their need.
- o To educate the public and partner agencies in the causes and effects of domestic violence and the prevention thereof, and to undertake or contribute to research into such matters and publish the results of such research where considered appropriate.

**Significant activities**

Throughout the year, CWA provided a range of high-quality support services to women and children affected by domestic abuse, through its safe refuge and its community based services. We delivered:

- o Safe refuge accommodation to 43 women and 56 children;
- o Outreach support to 390 women in the community;
- o Direct support and specialist advice to local professionals, including help to find and access refuge space;
- o Free training for 19 community members through Ask Me project, to raise awareness and build a proactive community response to support survivors;
- o Further training and expertise to: police officers, medical students, health professionals, voluntary groups, local employers, magistrates, housing officers, family court professionals and social workers.

**Report of the Trustees  
for the Year Ended 31 March 2022**

**OBJECTIVES AND ACTIVITIES**

**Social investments**

As a long-standing local charity and grassroots organisation, CWA is deeply embedded in the social fabric of our community. The high level of support and goodwill we receive from local Cambridge community groups, businesses and institutions is testament to the value that we bring to our city and wider county. We are a Living Wage employer, employing local people, investing in their skills and training and supporting local businesses through our procurement practices wherever possible. We are instrumental in bringing practical and financial resources into the area for the benefit of our community. This includes distributing donated funds and items, as well as applying for funds from central government and grant funders to invest in local people.

While we have the agility and advantages of an independent organisation, with our own constitution and decision-making powers, we are also part of a wider national network within Women's Aid Federation England. This gives us the ability to benefit from rigorous shared standards on best practice, and a louder voice to elevate issues, contribute to research, and campaign for positive change at a national level. For example, this year we fed into national data on domestic abuse services through the Women's Aid Annual Survey, and responded to consultations around commissioning practices in the VAWG sector. The CEO of Cambridge Women's Aid continues to be a sub-committee member of the Women's Aid Federation England Board, sitting on the Finance, Resources, Risk and Governance Group.

More widely, CWA values close relationships with other organisations and we are generous with our expertise where it will benefit our service users. The charity recognises the importance of contributing to multi-agency work to combat domestic abuse. In order to fully support a coordinated response to domestic abuse, the charity has been actively involved in a wide range of partnerships and professional networks throughout the year, including:

- o Cambridge and Peterborough Women's Consortium;
- o Women and Homelessness Action Group;
- o Whole Housing Approach Board - overseeing the Standing Together Community Coordinated Response project;
- o The Crown Prosecution Service Violence Against Women and Girls Scrutiny Panel for the East of England;
- o The Cambridgeshire Constabulary Domestic Abuse Scrutiny Panel;
- o Cambridge City Council DAHA Quality Assurance Group.
- o The Cambridgeshire Domestic Abuse and Sexual Violence Partnership Governance Board and Operations Board.
- o Women's Aid Federation England: Research, Policy, Campaigns and Communications Group.

**Public Benefit statement**

The Trustees believe the activities of Cambridge Women's Aid (CWA) continue to comply with Section 4 of the Charities Act 2011 with regard to public benefit. The information about the public benefit provided by CWA is set out in this report.

**Volunteers**

CWA benefits greatly from a huge number of volunteer hours in our community from kind people who tirelessly collect and deliver much needed toiletries, clothes, household items, food, toys, vouchers and funds to benefit our service users. We are very grateful to the individuals, church groups, businesses, colleges, Women's Institutes, Mother's Unions and Soroptimists for their ongoing support.

We continued to develop and support our community of trained Ask Me Ambassadors, who consistently volunteer their time to break the silence around domestic abuse. Ask Me Community Ambassadors have been an invaluable part of supporting CWA's work over the year, by taking an active role in ending permissive attitudes towards domestic abuse in their communities. Individuals have organised awareness-raising events, talks and training in their workplaces, university societies, and schools. They have continued to plant important seeds for change in casual conversations with friends, family, neighbours and colleagues. They have taken practical action by improving domestic abuse policies and resources at work, supporting CWA through imaginative fundraising campaigns, and sharing information on social media.

**Report of the Trustees  
for the Year Ended 31 March 2022**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

The main areas of charitable activity in this period were:

- o Providing in-depth, needs-led support to women and children living in the refuges;
- o Offering one-to-one support and advice, through the outreach project, to women living in the community;
- o Training community members in and around Cambridge through the Ask Me project;
- o Collecting, storing and distributing donated items to women in need, as well as providing practical support and items for moving on from refuge into new homes;
- o Providing training and awareness-raising within the community and sharing expertise with other professional organisations.

Report of the Trustees  
for the Year Ended 31 March 2022

**Safe refuge for women**

CWA offers a high standard of modern refuge accommodation to women who are at risk of harm due to domestic abuse and are in need of safe and supported accommodation. This service is funded by rent charges and by Cambridgeshire County Council. This year the refuge service was recommissioned by Cambridgeshire County Council through a competitive tendering exercise. We were successful in bidding for this and have secured continued funding for the refuge. In the year up to March 2022 we maintained an 86% occupancy rate across the year, accommodating 43 women and the 56 children they had with them. In addition, 27 women and 48 children benefited from ongoing resettlement support during the year; an increase on last year. The average stay in refuge was 98 days. The length of stay across the year was as follows:

< 1 month	12 women
1 - 2 months	4 women
2 - 3 months	4 woman
3 - 4 months	5 women
4 - 6 months	6 women
6 - 8 months	8 women
8 - 12 months	3 women
> 12 months	1 women

All women were assigned a Refuge Support Worker on arrival, who helped them settle into the refuge, explore their options, identify their needs and work through a support plan. We supported women with a wide range of needs, including: accessing basic necessities such as food, clothes and money; claiming the correct benefits; information on legal rights; accessing childcare and enrolling children in school; and creating a plan for the future. We were able to support some women to move on quickly to their preferred accommodation, while others stayed for a significant time while we helped them to get rehoused permanently.

"I will never forget how scared I was that day: packing my car in less than 2 hours, picking up the kids and driving for 3 hours. But I also remember how relieved I was to arrive in the refuge, and how welcome I felt as we opened our room, and each kid had a soft toy on their bed, and there was a super soft towel on mine. It might not seem a lot, but most women arrive with very little, so it means a lot, it brings comfort and shows we will be well looked after. CWA were a great support - it would take pages to say all they did." - former refuge resident

Throughout the year, we continued to put effort into making our services as accessible as possible for women with multiple barriers to seeking support. We were able to support some families with no recourse to public funds, by helping them to navigate the application process for a destitution domestic violence concession. We provided interpreters for non-English speakers wherever needed. We have kept developing and strengthening our knowledge through continuing professional development, and relationships with other specialist organisations, in order to advise, support and refer women effectively according to their needs and circumstances. A few examples from this year include mental health training from CPSL Mind, and training from Cambridge Rape Crisis Centre on supporting survivors of sexual violence.

Covid continued to have an impact in the house, and throughout the year the refuge staff established strong protocols which kept everyone safe, and adapted to changing government guidance throughout the year. We were pleased to be able to start thinking about restarting group work and more normal household activities this year, including planning a cookery course and preparing to deliver the Power to Change course.

We were grateful for an outpouring of goodwill and support at Christmas, and received toys to give out to children from the Star Radio 'Giving Tree' Appeal, as well as donations of food, vouchers and money to support families in refuge at this time of year. Once again, we were able to give each woman living in the refuge a supermarket voucher for Christmas shopping, as well as an Argos voucher to buy presents for their children, which meant a lot at a busy and difficult time of year.

**Safe refuge for children**

**Report of the Trustees  
for the Year Ended 31 March 2022**

The main aim of the children's service is to keep children safe and to strengthen their family. The support given by this service included settling the children into refuge, accessing health services, support into school or nursery, access to community services as well as the provision of play activities, emotional support and family outings. Through the Home Office's Children Affected by Domestic Abuse (CADA) support fund, CWA received funding to provide extensive support to the mums and children in our services. This funding also supported local partnership work to ensure children's needs were met holistically and seamlessly across all local agencies involved in this initiative. The children also benefited from enhanced school holiday activities provided by the Cambridge City Council-funded Play Scheme. The Family Worker played a key role in the refuge by providing advocacy for families, and liaising with other professionals and statutory services.

During the year, 56 children were accommodated in the refuge. Their age ranges were as follows:

Under 5 years old	27 children
6 - 10 years old	22 children
11-15 years old	7 children

After the disruption of Covid-19, the children's project was able to slowly return to normality over the course of the year. There were still some restrictions, such as regular testing, isolations for symptomatic children, and thorough cleaning regimes for toys and play areas in between uses. Daily children's activities such as play sessions in the art room were re-opened - at first this was on a one-to-one basis, then in small age-based groups - and group activities and outings in the school holidays were resumed. The children went on daytrips, took part in sports and activity camps, and enjoyed summer water play in our garden at the house. The children's project had a really good, busy summer, with a lot more freedom to play and build relationships within and between families.

There was also an increase in the capacity of the children's service, as a dedicated Children's Worker joined the Family Worker in providing support and supporting on trips out of the house. All of this created better opportunities to establish a strong rapport and build up trust with children coming into refuge, in order to work with them supportively around the impact of domestic abuse in their lives. This meant being able to do more one-to-one work with children on thoughts and feelings, including taking older children on outings for some individual attention, such as for a hot chocolate and a chat.

"We worked all the way through the pandemic, and the restrictions meant we couldn't do what we wanted to do for the children - which was hard at times. This year we have had the freedom to do our jobs again. It's been exciting to be able to go out and do trips, get new toys and resources, and develop stronger, closer relationships with the children and families. It's been lovely to see the joy and the light on the children's faces again" - Staff member

We are grateful for some generous private donations, which have allowed us to offer specialist art therapy to children leaving refuge, and ensure that children have what they need for their new bedroom when moving on. Generous benefactors every year also ensure the children are able to go to a Christmas pantomime and this year was no different. We are grateful for the continued support, and that this brought a lot of joy to families in refuge at a difficult time.

### **Outreach Service**

"I honestly don't know where I would be without the support from Women's Aid. I think the organisation is amazing and the support they give women like me means so much. When you leave abuse you feel so alone and so scared not knowing where to turn - Women's Aid has made me realise that I am not alone, with such understanding of how I feel. This support isn't limited to a time scale, so I know I have that support for as long as I need it, which is a huge peace of mind. When I look at how far I have come in this last year it's amazing and it's only happened with the support from Women's Aid." - Outreach client

The Cambridge Women's Aid Outreach Service offers a free and confidential service based in the community, offering in-depth, tailored emotional and practical support to women subjected to domestic abuse. As well as supporting survivors directly, outreach workers frequently offer advice to professional and personal supporters in a survivor's life. The Outreach service was funded thanks to contributions from South Cambridgeshire District Council, Cambridge City Council and Cambridgeshire County Council.

**Cambridge Women's Aid (Registered number: 07263026)**

**Report of the Trustees  
for the Year Ended 31 March 2022**

Across the year 2021-22, we received 262 new referrals directly into outreach, with the vast majority of these coming from self-referrals (78%), followed by refugees, police and the IDVA service. In total, the Outreach Project provided ongoing support to 390 people from the following areas:

Cambridge City	176
East Cambridgeshire	66
South Cambridgeshire	133
Out of county	16

The women receiving support from the outreach service had 514 children in total, who benefited indirectly from our support. We offered brief advice to an additional 322 individuals including survivors, professionals and third-parties, giving information about rights and options and signposting to appropriate support.

The outreach service continued to adapt to the changing context over the course of the year 2021-22. Politically, the new Domestic Abuse Act came into effect, improving existing legal definitions of domestic abuse and coercive control, creating new protections for survivors, and placing a statutory duty on local authorities to provide accommodation-based support for victims of domestic abuse. CWA fed into the consultations and needs assessments undertaken by the local authority as part of this new duty, and also built relationships in order to respond to the early stages of a re-commissioning of outreach services in Cambridgeshire.

The enduring impact of Covid-19 on individuals, public services and the wider economy was also a significant factor this year, and the outreach team reported an increase in survivors coming forward with high support needs and complex situations. There were some changes in staffing, with three new outreach workers joining the team over the course of the year. The team continued to work remotely and develop their use of new technology to support survivors, including Zoom and Live Chat. Survivors could also get support on the phone and email during normal office hours, or get emergency help 24 hours a day, 365 days a year. As part of our digital transformation, we undertook projects to improve internal processes and streamline data collection using our online case management system.

We were delighted to be able to re-start some of the group work which was put on hold last year due to the pandemic. We started up a new online art group, in which women supported by the outreach service have a chance to connect with each other, use their creative skills and chat in a relaxed environment. This has been successful and we will be looking at how we can build on this work and connect it to other projects to elevate survivors' voices further through creative media.

This year we also carried out a project to map mental health provision for women in Cambridge, and identify gaps and pressures in the system for survivors. We identified that many women were struggling to access any support while on long waiting lists for counselling. To address this, we built a partnership with the Group Therapy Centre, to co-deliver the 'Moving Forward' support group specifically for survivors of domestic abuse, focusing on peer support, group therapy and positive coping strategies. In the words of one participant:

"The group gives me the opportunity to meet other women going through similar things; it helps you realise you are not alone. It's a safe place where I feel I can talk about the emotions, ups and downs after leaving an abusive relationship."

We were grateful to receive a generous donation which allowed us to set up a 'Fun Fund'. The purpose of the fund is to provide money for families to be able to do enjoyable activities that they may not otherwise be able to afford, so that mums can give children a memorable experience. Some examples of activities families did this year included: a trip to the seaside with fish and chips; birthday trampolining and a meal out; a trip to the London Science Museum, and many more.

A particular highlight of the year was Christmas 2021, when once again we were able to give out vouchers to women, allowing them and their children to be able to enjoy their festivities.

**Community Engagement**

**Cambridge Women's Aid (Registered number: 07263026)**

**Report of the Trustees  
for the Year Ended 31 March 2022**

Research shows that communities are often the first to know about abuse, and that they can act as either gate openers or gate closers for a survivor seeking help. Cambridge Women's Aid has continued to develop work around education, prevention and community engagement to improve responses to domestic abuse in our area, by delivering the Ask Me course developed by Women's Aid England.

"I really learnt a lot and was really good to challenge myself in some of my previous ways of thinking and responding. I would highly recommend this course. The trainers are excellent!" - Ask Me participant, 2022

In 2021 we secured funding from the Monday Charitable Trust to re-start and expand the delivery of the Ask Me course, after a short pause in 2020 due to the Covid pandemic. The training package was redeveloped as an online course, and we initiated the project by recruiting and inducting a new Ask Me Coordinator in January 2022. The first training group was delivered in March 2022, and we will be training 96 community members per year over the next 3 years. A lot of development work has gone into the training materials, format and opportunities to further develop the existing network of Ask Me trainees, which will stand us in good stead over the coming years of the project. We are inspired by the commitment the Ask Me community shows in taking action to end domestic abuse and ensure that survivors get the right response the first time they speak out.

**FINANCIAL REVIEW**

**Principal funding sources**

The charity's main sources of funds come from Cambridgeshire County Council, which funds the support to women living in the refuge and part-funds the Outreach Project. We receive additional funding from Cambridge City Council towards our Outreach Project and the children's holiday play schemes. South Cambridgeshire District Council also make a contribution towards the costs of the Outreach Project. A considerable proportion of income is received as rent from the residents of the two refuges, mainly from Housing Benefit. The charity also receives general donations from individuals and organisations who support the work of CWA.

In the past year, we received a significant donation from The Thompson Family Trust to support the work we do with children affected by domestic abuse. We are indebted to them for their generosity and support. This donation has been restricted to ensure we can meet the needs of families moving on with their lives. We are grateful to a number of other groups, businesses and individuals in our community who contacted us with offers of help and donations, which we valued highly.

We would also like to acknowledge the support we received from Star Radio, who teamed up with the Gifting Tree at a local shopping centre, and ran a campaign to ensure that we could give out Christmas presents to every child we support. We are always touched by the depth of generosity from so many local groups and individuals at Christmas, and 2021 was no different - we would like to thank everyone who helped to make this time of year special for women and children using our service.

We are also grateful to those individuals and organisations who so kindly donated vital items to the charity throughout the year. The clothes, toys, household items, toiletries and furniture we received provided a much appreciated source of support to the service users.

Report of the Trustees  
for the Year Ended 31 March 2022

**FINANCIAL REVIEW**

**Reserves policy**

The trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission and believe that reserves should be at a level to ensure the charity can run efficiently and cover perceivable risk factors that may arise. CWA undertakes an annual risk assessment which influences the reserves policy.

The trustees believe that the charity should hold financial reserves to:

- (1) be able to run effectively and be able to meet the needs of the beneficiaries
- (2) protect the organisation and to be able to continue operating despite damaging events.
- (3) fund necessary development of services
- (4) meet all financial obligations such as lease commitments

The trustees are of the opinion that the minimum level of unrestricted free reserves held should be the sum total of the following:

- the equivalent of one month's running costs
- lease commitments
- staff redundancy costs (to be reviewed annually) and other staff related financial obligations
- adherence to all obligations under the Equality Act 2010 and other statutory requirements
- an emergency fund (contingency costs in case of an emergency)

This equates to £167,611 for the financial period ending March 2022. This amount is within our policy of holding less than 6 months running costs as free reserves at any given time.

As at 31st March 2022, CWA holds £147,935 as free reserves and will work towards building this up in 2022/23.

**Financial Position at 31st March 2022**

At the end of the financial year, the charity is in a good financial position. We are able to fund our core work and have additional funds to ensure we can cover our planned work for the coming year. The renewal of the refuge contract for the next 5 years puts funding for the refuge project on a secure footing. In terms of risk, our commissioned outreach funding has come to an end after the year end, this will require some changes to the funding model for this service in the future. However, good advance planning means that the combination of free reserves, designated funds and restricted funds gives the charity the ability to continue providing our main services and be responsive to the needs we predict for the next year.

**Report of the Trustees  
for the Year Ended 31 March 2022**

**PLANS FOR THE FUTURE**

Looking to the future, we are:

- o Working to obtain long term funding for the refuge and outreach services, and continue to bring in funding for women resettling after refuge.
- o Embarking on the process of renewing our National Quality Standards accreditation from Women's Aid Federation England.
- o Searching out new spaces to deliver our services from.
- o Strengthening our mutual connections with partners who support us by offering invaluable skills and community fundraising support.
- o Piloting new groups to address gaps in mental health provision for survivors.
- o Exploring ways to build the resilience of women experiencing economic hardship.
- o Continuing to analyse the benefits and opportunities of the new Domestic Abuse Act, and lending our voice to wider calls to keep the voices of survivors, children, and minoritised women at the heart of the government's response to domestic abuse.
- o Developing the board of trustees through the recruitment of new members, who will bring in new skills and perspectives to benefit the charity and drive forward our vision and mission.
- o Looking forward to deepening our collaboration in the work of the Cambridge and Peterborough Women's Consortium (CPWC).
- o Continuing our fruitful partnership with St Catharine's College, in order to develop and expand the Ask Me project, and to put on a new and improved conference for survivor's voices to be heard by statutory agencies.
- o Lending our expertise to local partners seeking to improve their response to domestic abuse through improved policies, procedures and training.
- o Developing support for family and friends, and increasing the use of opportunities to co-produce peer support groups.
- o Piloting a project looking at the employment challenges of women leaving refuge, and setting up some work experience opportunities to support them rebuilding their lives.
- o Building our relationship with our local Family Court to support their ambitions to best respond to vulnerable court users.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

CWA is a charitable company limited by guarantee not having share capital. The company was created under a Memorandum of Association which established the objects and powers of the charitable company, and is governed under its Articles of Association.

**Report of the Trustees  
for the Year Ended 31 March 2022**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Management of the organisation**

The trustees of Cambridge Women's Aid are responsible for the charity. They delegate the day to day running of the charity to paid workers. The workers work collaboratively and all workers work at a high level, taking responsibility for their own area of work. The Chief Executive Officer is responsible for the overall management of the charity, particularly the strategic and resource aspects. The senior Refugee Worker is responsible for the refuge. All senior workers support and oversee the Outreach and community work. The other workers are all responsible to the senior workers.

During 2021/22, remuneration of personnel was set by comparing equivalent specialist roles nationally and looking at the pay of local roles with similar responsibility. CWA has Living Wage certification and the highest paid worker was always paid less than three times that of the lowest paid worker. The trustee carried out an in-depth benchmarking exercise in 2021/22, to ensure that pay continues to be set at an appropriate level, and that working conditions ensure staff well-being.

Senior workers meet with the trustees quarterly. Workers communicate every day and keep each other informed of their work, particularly any challenges or concerns. Workers meet regularly for formal case reviews and to discuss CWA business. Workers offer each other a high level of support and opportunities to reflect and share good practice. Workers also have access to an external counsellor for in-depth clinical supervision.

CWA has a minimum of five trustees. They also act as directors of the company. All trustees are women and are selected for their skill and experience that both represent and benefit the service users. Each woman is nominated and elected at the Annual General Meeting. During the period between each AGM, women can be co-opted on to the Board by a majority vote of the current trustees. All trustees give their time on a voluntary basis and do not receive any remuneration from CWA. The CWA Management Committee Policy sets out the trustee's job description, authority, responsibilities and induction.

**Affiliations**

Cambridge Women's Aid is an independent charity and a full member of Women's Aid Federation England.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

07263026 (England and Wales)

**Registered Charity number**

1137602

**Registered office**

9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

**Trustees**

The charity has a dispensation from the Charity Commission from listing the names of its trustees.

**Auditors**

Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

**Report of the Trustees  
for the Year Ended 31 March 2022**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Contact information**

**Administration & Outreach Office**

17 H Sturton Street

Cambridge

CB1 2SN

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**Refuge**

P O Box 302

Cambridge

CB1 1EA

tel: 01223 460947

fax: 01223 354700

email: [refuge@cambridgewa.org.uk](mailto:refuge@cambridgewa.org.uk)

**Bankers**

Lloyds TSB Bank Plc

Gonville Place

Cambridge

CB2 1BQ

**COMMENCEMENT OF ACTIVITIES**

The charity commenced activities on the 1 October 2010 following the transfer of activities and net assets from Cambridge Women's Aid (registered charity number 273867) on the 30 September 2010.

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Cambridge Women's Aid for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Cambridge Women's Aid (Registered number: 07263026)

Report of the Trustees  
for the Year Ended 31 March 2022

**AUDITORS**

The auditors, Lanham and Company Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on .....30.1.23..... and signed on its behalf by:

*A. Webber*  
A Webber - Trustee

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Opinion**

We have audited the financial statements of Cambridge Women's Aid (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 19 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have obtained an understanding of the legal and regulatory framework applicable to the charity, focusing on provisions of those laws and regulations which had a direct effect on the determination of material amounts and disclosures in the Financial Statements.

We have considered the nature of the industry and sector, control environment and business framework.

We have enquired of management and trustees in regard to their own assessment of the risks of irregularities, including fraud and obtained relevant documentation and representations in order to form an opinion on potential irregularities including fraud.

We have reviewed the company's documentation of their policies and procedures relating to identifying, evaluating and complying with laws and regulations, detecting and responding to the risks of fraud, and the internal controls established to mitigate the risks of fraud and non-compliance with laws and regulations.

Audit procedures performed during the audit included transaction testing with a focus on areas of judgement and estimations, and entries determined to be large of relating to unusual transactions. These audit procedures are designed to provide reasonable assurance that the Financial Statements were free from fraud or error. However, detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as those irregularities that result from fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations.

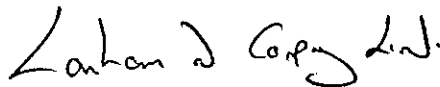
No instances of non-compliance with laws and regulations of fraud were communicated to us during the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Ireland FCCA (Senior Statutory Auditor)  
for and on behalf of Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF



Date: ..... 30 January 2023 .....

Cambridge Women's Aid

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	109,986	55,000	164,986	213,027
<b>Charitable activities</b>					
Hostel accomodation	4	153,181	155,621	308,802	386,666
Community services		-	204,298	204,298	133,449
Investment income	3	13	-	13	27
<b>Total</b>		<u>263,180</u>	<u>414,919</u>	<u>678,099</u>	<u>733,169</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Hostel accomodation	5	163,557	185,735	349,292	401,759
Community services		18,687	199,432	218,119	135,718
Support services		22,460	291	22,751	26,876
<b>Total</b>		<u>204,704</u>	<u>385,458</u>	<u>590,162</u>	<u>564,353</u>
<b>NET INCOME</b>		58,476	29,461	87,937	168,816
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		300,603	297,192	597,795	428,979
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>359,079</u></u>	<u><u>326,653</u></u>	<u><u>685,732</u></u>	<u><u>597,795</u></u>

The notes form part of these financial statements

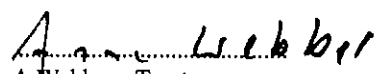
Cambridge Women's Aid (Registered number: 07263026)

Balance Sheet  
31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	12	494	-	494	742
<b>CURRENT ASSETS</b>					
Stocks	13	1,000	-	1,000	4,794
Debtors	14	10,079	-	10,079	11,266
Cash at bank		388,460	339,301	727,761	761,407
		<u>399,539</u>	<u>339,301</u>	<u>738,840</u>	<u>777,467</u>
<b>CREDITORS</b>					
Amounts falling due within one year	15	(40,953)	(12,649)	(53,602)	(180,414)
<b>NET CURRENT ASSETS</b>					
		<u>358,586</u>	<u>326,652</u>	<u>685,238</u>	<u>597,053</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>359,080</u>	<u>326,652</u>	<u>685,732</u>	<u>597,795</u>
<b>NET ASSETS</b>					
		<u><u>359,080</u></u>	<u><u>326,652</u></u>	<u><u>685,732</u></u>	<u><u>597,795</u></u>
<b>FUNDS</b>					
Unrestricted funds	17			359,080	300,603
Restricted funds				326,652	297,192
<b>TOTAL FUNDS</b>					
				<u><u>685,732</u></u>	<u><u>597,795</u></u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 30.3.22 and were signed on its behalf by:

  
A Webber - Trustee

**Cambridge Women's Aid**

**Cash Flow Statement  
for the Year Ended 31 March 2022**

	Notes	31.3.22 £	31.3.21 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(33,659)	305,054
Net cash (used in)/provided by operating activities		<u>(33,659)</u>	<u>305,054</u>
<b>Cash flows from investing activities</b>			
Sale of tangible fixed assets		-	149
Interest received		13	27
Net cash provided by investing activities		<u>13</u>	<u>176</u>
<b>Change in cash and cash equivalents in the reporting period</b>			
		<u>(33,646)</u>	<u>305,230</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>761,407</u>	<u>456,177</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>727,761</u></u>	<u><u>761,407</u></u>

The notes form part of these financial statements

**Cambridge Women's Aid**

**Notes to the Cash Flow Statement  
for the Year Ended 31 March 2022**

	31.3.22 £	31.3.21 £
<b>1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
Net income for the reporting period (as per the Statement of Financial Activities)	87,937	168,816
<b>Adjustments for:</b>		
Depreciation charges	248	248
Profit on disposal of fixed assets	-	(149)
Interest received	(13)	(27)
Decrease/(increase) in stocks	3,794	(500)
Decrease in debtors	1,187	73,631
(Decrease)/increase in creditors	(126,812)	63,035
<b>Net cash (used in)/provided by operations</b>	<u>(33,659)</u>	<u>305,054</u>

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

	At 1.4.21 £	Cash flow £	At 31.3.22 £
<b>Net cash</b>			
Cash at bank	761,407	(33,646)	727,761
	<u>761,407</u>	<u>(33,646)</u>	<u>727,761</u>
<b>Total</b>	<u>761,407</u>	<u>(33,646)</u>	<u>727,761</u>

The notes form part of these financial statements

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

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.

##### **Going Concern**

There are no material uncertainties that would cast doubt on the charity's ability to continue as a going concern.

##### **Income**

All income is recognised at the fair value in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

##### **Grants**

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the charity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Government grants are accounted for as above, further information on the government grants is included in note 4.

##### **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.

##### **Allocation and apportionment of costs**

Support and management costs are allocated between funds based on the proportion of staff and volunteer hours in each service, on the assumption that the major management expenses is a result of personnel. Volunteers are weighted as half and work substantially fewer hours.

##### **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	- 20% on cost
Motor vehicles	- 12.5% on cost

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

##### **Stocks**

Stocks held by the charity are goods held are to be distributed freely or for a nominal consideration. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

##### **Taxation**

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

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2022

#### 1. ACCOUNTING POLICIES - continued

##### Fund accounting

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

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

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

##### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### Donated goods

Donated goods are recognised as income when the charity has control over the goods any conditions associated with the donated goods have been met, the receipt of economic benefit from the use by the charity of the goods is probable and that economic benefit can be measured reliably.

On receipt, donated goods are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain goods of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102), the time of general volunteers is not recognised. The role of volunteers is covered in more detail in the trustees report.

##### Financial instruments

Financial assets and liabilities are recognised when the company becomes a party to the contractual provisions of the instrument.

Trade debtors and creditors are classed as basic financial instruments and are initially measured at transaction price.

Cash and cash equivalents are classified as basic financial instruments and comprise cash in hand and at bank and short-term deposits with an original maturity date of three months or less.

##### Support costs

Support costs include the central functions and have been allocated to activity cost categories based on the cost of staff time spent on each activity.

#### 2. DONATIONS AND LEGACIES

	31.3.22	31.3.21
	£	£
Donations	164,809	193,809
Donated services and facilities	-	18,775
Other income	177	443
	<u>164,986</u>	<u>213,027</u>

During the year the charity received donated goods for the direct use of the beneficiaries of the charity valued at £14,000 (2021: £4,500).

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

3. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	13	27
	<u>13</u>	<u>27</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Hostel accommodation	Community services	31.3.22 Total activities	31.3.21 Total activities
	£	£	£	£
Rents receivable	139,959	-	139,959	143,002
Service charges receivable	13,222	-	13,222	13,419
Grants	10,000	204,298	214,298	218,073
Contract service income	145,621	-	145,621	145,621
	<u>308,802</u>	<u>204,298</u>	<u>513,100</u>	<u>520,115</u>

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

	31.3.22	31.3.21
	£	£
Cambridge City Council	48,000	48,000
Cambridgeshire County Council	146,138	222,442
Cambridgeshire Police and Crime Commissioner	-	44,697
Cambridgeshire Community Foundation	-	2,800
Ministry of Housing, Communities and Local Government	-	37,127
South Cambridgeshire District Council	8,809	8,628
Monday Charitable Trust	11,351	-
	<u>214,298</u>	<u>363,694</u>

Contract service income received, included in the income breakdown above, is as follows:

	31.3.22	31.3.21
	£	£
Cambridgeshire County Council	145,621	145,621
	<u>145,088</u>	<u>145,088</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Hostel accomodation	339,975	9,317	349,292
Community services	215,677	2,442	218,119
Support services	22,751	-	22,751
	<u>578,403</u>	<u>11,759</u>	<u>590,162</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.22 £	31.3.21 £
Staff costs	368,540	331,386
Rent, rates and water	78,969	97,245
Insurance	2,908	2,786
Light and heat	13,933	13,877
Telephone and internet	6,599	4,529
Postage and stationery	1,793	1,123
Advertising	400	401
Sundries	5,719	1,649
Repairs and renewals	6,388	4,679
Licences	2,952	2,592
Cleaning and gardening	3,709	1,890
Police alarm	711	2,658
Transport	2,044	2,698
Payment fees	258	-
Training and education	2,506	2,708
Donations	35,897	24,848
Fund activities costs	44,254	61,391
Professional fees	575	-
Depreciation	248	248
Loss on sale of assets	-	(149)
	<u>578,403</u>	<u>556,559</u>

7. SUPPORT COSTS

	Governance costs £
Hostel accomodation	9,317
Community services	2,442
	<u>11,759</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

7. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Governance costs

	Hostel accommodation	Community services	31.3.22 Total activities £	31.3.21 Total activities £
Auditors' remuneration	£ 9,317	£ 2,442	£ 11,759	£ 7,794
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

8. NET INCOME/(EXPENDITURE)

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

	31.3.22 £	31.3.21 £
Auditors' remuneration	11,759	7,794
Depreciation - owned assets	248	248
Surplus on disposal of fixed assets	-	(149)
	<u>          </u>	<u>          </u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

10. STAFF COSTS

	31.3.22 £	31.3.21 £
Wages and salaries	332,639	299,668
Social security costs	28,176	24,788
Other pension costs	7,725	6,930
	<u>          </u>	<u>          </u>
	<u>368,540</u>	<u>331,386</u>

The employee benefits of key management personnel during the year was £97,293 (2021: £89,396).

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

	31.3.22	31.3.21
Hostel and frontline workers	4	4
Childworker	1	1
Support staff	3	2
Outreach	5	4
Community projects	1	1
	<u>          </u>	<u>          </u>
	<u>14</u>	<u>12</u>

No employees received emoluments in excess of £60,000.

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	152,227	60,800	213,027
<b>Charitable activities</b>			
Hostel accomodation	156,421	230,245	386,666
Community services	-	133,449	133,449
Investment income	27	-	27
<b>Total</b>	<u>308,675</u>	<u>424,494</u>	<u>733,169</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Hostel accomodation	164,098	237,661	401,759
Community services	-	135,718	135,718
Support services	26,876	-	26,876
<b>Total</b>	<u>190,974</u>	<u>373,379</u>	<u>564,353</u>
<b>NET INCOME</b>	117,701	51,115	168,816
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	182,902	246,077	428,979
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>300,603</u>	<u>297,192</u>	<u>597,795</u>

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>			
At 1 April 2021 and 31 March 2022	<u>1,238</u>	<u>16,759</u>	<u>17,997</u>
<b>DEPRECIATION</b>			
At 1 April 2021	496	16,759	17,255
Charge for year	248	-	248
At 31 March 2022	<u>744</u>	<u>16,759</u>	<u>17,503</u>
<b>NET BOOK VALUE</b>			
At 31 March 2022	<u>494</u>	<u>-</u>	<u>494</u>
At 31 March 2021	<u>742</u>	<u>-</u>	<u>742</u>

All assets are used for charitable purposes.

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

<b>13. STOCKS</b>		
	31.3.22	31.3.21
	£	£
Stocks	1,000	4,794
	<u>          </u>	<u>          </u>
<b>14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		
	31.3.22	31.3.21
	£	£
Rent receivable	1,784	2,490
Prepayments and accrued income	8,295	8,776
	<u>          </u>	<u>          </u>
	10,079	11,266
	<u>          </u>	<u>          </u>
<b>15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		
	31.3.22	31.3.21
	£	£
Trade creditors	2,906	2,429
Social security and other taxes	15,587	7,542
Other creditors	3,498	11,118
Accruals and deferred income	31,611	23,187
Contracts received in advance	-	136,138
	<u>          </u>	<u>          </u>
	53,602	180,414
	<u>          </u>	<u>          </u>

Contracts received in advance refers to payments received on account for contractual income for services provided following the year end, as per the terms of the grants.

There was deferred income of £12,649 (2021: 136,138) in the year.

**16. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.22	31.3.21
	£	£
Within one year	59,692	67,190
Between one and five years	-	13,667
	<u>          </u>	<u>          </u>
	59,692	80,857
	<u>          </u>	<u>          </u>

Operating lease commitments are in respect of the rental of properties used for charitable purposes. The total lease payments recognised as an expense in the SoFA in the year is £74,398 (2021: £74,281).

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	114,888	(11,585)	-	103,303
Donations and interest	41,664	77,967	(75,000)	44,631
HR Fund	787	(540)	-	247
Womens activities	8,041	(961)	-	7,080
Refuge Children's Fund	3,159	(271)	-	2,888
Case Management System	2,064	(3,210)	6,000	4,854
Development fund	130,000	(2,923)	49,000	176,077
Interpreting Access Fund	-	-	10,000	10,000
Ask Me (designated)	-	-	10,000	10,000
	<u>300,603</u>	<u>58,477</u>	<u>-</u>	<u>359,080</u>
<b>Restricted funds</b>				
Children's move on fund	275,165	23,585	-	298,750
Consulting Service Users	1,810	4,000	-	5,810
Improvement Fund	7,210	-	-	7,210
Ask Me	3,007	(3,007)	-	-
The Linney Fun Fund	10,000	(291)	-	9,709
Flexible Funding	-	173	-	173
Therapy Fund	-	5,000	-	5,000
	<u>297,192</u>	<u>29,460</u>	<u>-</u>	<u>326,652</u>
<b>TOTAL FUNDS</b>	<u>597,795</u>	<u>87,937</u>	<u>-</u>	<u>685,732</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

17. 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	167,358	(178,943)	(11,585)
Donations and interest	95,823	(17,856)	77,967
HR Fund	-	(540)	(540)
Womens activities	-	(961)	(961)
Refuge Children's Fund	-	(271)	(271)
Case Management System	-	(3,210)	(3,210)
Development fund	(1)	(2,922)	(2,923)
	<u>263,180</u>	<u>(204,703)</u>	<u>58,477</u>
<b>Restricted funds</b>			
Children's move on fund	55,000	(31,415)	23,585
Playscheme	5,000	(5,000)	-
Consulting Service Users	4,000	-	4,000
Outreach project	187,947	(187,947)	-
Ask Me	7,351	(10,358)	(3,007)
Refuge Support Fund	103,621	(103,621)	-
The Linney Fun Fund	-	(291)	(291)
Flexible Funding	5,000	(4,827)	173
Therapy Fund	5,000	-	5,000
Refuge Children's Fund	42,000	(42,000)	-
	<u>414,919</u>	<u>(385,459)</u>	<u>29,460</u>
<b>TOTAL FUNDS</b>	<u><u>678,099</u></u>	<u><u>(590,162)</u></u>	<u><u>87,937</u></u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	102,283	12,605	-	114,888
Donations and interest	48,326	108,338	(115,000)	41,664
HR Fund	787	-	-	787
Womens activities	8,041	-	-	8,041
Refuge Children's Fund	3,809	(650)	-	3,159
Case Management System	4,656	(2,592)	-	2,064
Development fund	15,000	-	115,000	130,000
	<u>182,902</u>	<u>117,701</u>	-	<u>300,603</u>
<b>Restricted funds</b>				
Children's move on fund	231,326	43,839	-	275,165
Consulting Service Users	2,310	(500)	-	1,810
Improvement Fund	7,480	(270)	-	7,210
Ask Me	4,961	(1,954)	-	3,007
The Linney Fun Fund	-	10,000	-	10,000
	<u>246,077</u>	<u>51,115</u>	-	<u>297,192</u>
<b>TOTAL FUNDS</b>	<u>428,979</u>	<u>168,816</u>	-	<u>597,795</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

17. 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	180,139	(167,534)	12,605
Donations and interest	128,536	(20,198)	108,338
Refuge Children's Fund	-	(650)	(650)
Case Management System	-	(2,592)	(2,592)
	<u>308,675</u>	<u>(190,974)</u>	<u>117,701</u>
<b>Restricted funds</b>			
Children's move on fund	92,001	(48,162)	43,839
Playscheme	4,999	(4,999)	-
Consulting Service Users	-	(500)	(500)
Outreach project	128,449	(128,449)	-
Improvement Fund	800	(1,070)	(270)
Ask Me	-	(1,954)	(1,954)
Refuge Support Fund	103,621	(103,621)	-
The Linney Fun Fund	10,000	-	10,000
Covid-19 Relief Funding - Cambridgeshire Police and Crime Commissioner	44,697	(44,697)	-
Covid-19 Relief Funding - Ministry of Housing	37,127	(37,127)	-
Covid-19 Relief Funding - Cambridgeshire Community Foundation	2,800	(2,800)	-
	<u>424,494</u>	<u>(373,379)</u>	<u>51,115</u>
<b>TOTAL FUNDS</b>	<u><u>733,169</u></u>	<u><u>(564,353)</u></u>	<u><u>168,816</u></u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS - continued

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

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	102,283	1,020	-	103,303
Donations and interest	48,326	186,305	(190,000)	44,631
HR Fund	787	(540)	-	247
Womens activities	8,041	(961)	-	7,080
Refuge Children's Fund	3,809	(921)	-	2,888
Case Management System	4,656	(5,802)	6,000	4,854
Development fund	15,000	(2,923)	164,000	176,077
Interpreting Access Fund	-	-	10,000	10,000
Ask Me (designated)	-	-	10,000	10,000
	<u>182,902</u>	<u>176,178</u>	-	<u>359,080</u>
<b>Restricted funds</b>				
Children's move on fund	231,326	67,424	-	298,750
Consulting Service Users	2,310	3,500	-	5,810
Improvement Fund	7,480	(270)	-	7,210
Ask Me	4,961	(4,961)	-	-
The Linney Fun Fund	-	9,709	-	9,709
Flexible Funding	-	173	-	173
Therapy Fund	-	5,000	-	5,000
	<u>246,077</u>	<u>80,575</u>	-	<u>326,652</u>
<b>TOTAL FUNDS</b>	<u>428,979</u>	<u>256,753</u>	-	<u>685,732</u>

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2022

#### 17. 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	347,497	(346,477)	1,020
Donations and interest	224,359	(38,054)	186,305
HR Fund	-	(540)	(540)
Womens activities	-	(961)	(961)
Refuge Children's Fund	-	(921)	(921)
Case Management System	-	(5,802)	(5,802)
Development fund	(1)	(2,922)	(2,923)
	<u>571,855</u>	<u>(395,677)</u>	<u>176,178</u>
<b>Restricted funds</b>			
Children's move on fund	147,001	(79,577)	67,424
Playscheme	9,999	(9,999)	-
Consulting Service Users	4,000	(500)	3,500
Outreach project	316,396	(316,396)	-
Improvement Fund	800	(1,070)	(270)
Ask Me	7,351	(12,312)	(4,961)
Refuge Support Fund	207,242	(207,242)	-
The Linney Fun Fund	10,000	(291)	9,709
Covid-19 Relief Funding - Cambridgeshire Police and Crime Commissioner	44,697	(44,697)	-
Covid-19 Relief Funding - Ministry of Housing	37,127	(37,127)	-
Covid-19 Relief Funding - Cambridgeshire Community Foundation	2,800	(2,800)	-
Flexible Funding	5,000	(4,827)	173
Therapy Fund	5,000	-	5,000
Refuge Children's Fund	42,000	(42,000)	-
	<u>839,413</u>	<u>(758,838)</u>	<u>80,575</u>
<b>TOTAL FUNDS</b>	<u><u>1,411,268</u></u>	<u><u>(1,154,515)</u></u>	<u><u>256,753</u></u>

#### Purposes of General Funds

The charity has a policy of spending any general donations received in any year, for the direct benefit of the charities beneficiaries. The general fund represents the free funds of the charity which are not designated for particular purposes.

#### Purposes of Restricted Funds

##### **Children's Move On Fund**

The fund has been provided by a supporter of Cambridge Women's Aid to ensure that children's basic needs are met when they move out of refuge and into their new home. The fund also aims to extend the support offered by the charity to children affected by domestic abuse.

##### **Playscheme**

The charity receives funding from Cambridge City Council to provide a holiday playscheme for children living in the refuge

##### **Consulting service users**

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2022

#### 17. MOVEMENT IN FUNDS - continued

The fund is to support the involvement of service users in shaping processes and the development of the charity and other partners services.

##### **Outreach Fund**

The charity receives funding from Cambridge City Council, Cambridgeshire County Council and South Cambridgeshire District Council to provide an Outreach Project to support women with domestic abuse issues living in Cambridge and the surrounding villages

##### **Improvement Fund**

This fund is to provide resources to strengthen refuge provision in Cambridge.

##### **Ask Me**

The Ask Me project aims to equip community members with an understanding of domestic abuse and how to respond.

##### **Refuge Support Fund**

The Refuge Support Fund is a restricted income from a contract the charity has with Cambridgeshire County Council to provide specialist support to the women and children living in the refuge.

##### **The Linney Fund Fund**

Provided by a supporter in the financial year 2020/21 to ensure that the women and children using our services have access to funding for fun activities and days out.

##### **Therapy Fund**

To provide services to support women's mental health.

##### **Flexible Funding**

Funds provided by Cambridgeshire County Council to fund support to enable women to gain or remain in safe accommodation .

#### Purposes of Designated Funds

##### **Activities Fund**

The fund is established to ensure that CWA can continue to offer women using CWA services a wide range of activities over the coming years.

##### **Donations and interest**

The fund is to support service users.

##### **HR Consultancy**

This fund was established to ensure that the organisation could access specialist HR advice whenever necessary

##### **Office Equipment**

The fund is to set aside resources for future capital replacement

##### **Case Management System Fund**

The fund is set aside to cover the costs of the charity's Case Management System up to March 2020

##### **Development Fund**

The fund, established in 2019/20 is set aside to invest in additional staff time and other costs to develop new projects and new ways of working for the charity.

##### **Access fund**

This fund is meet the cost of ensuring equal access to all service users regardless of language or other accessibility needs.

##### **Development fund**

**Cambridge Women's Aid**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022**

**17. MOVEMENT IN FUNDS - continued**

A fund to support the development plans of Cambridge Women's Aid to continue and develop service provision to meet the needs of women and children using CWA services.

**Transfers between funds**

The following transfers have been made during the year:-

Transfers were made from the unrestricted donations fund to the following unrestricted funds in accordance with the trustees' assessment of need: Interpreting access fund, case management system fund, the designated Ask Me fund and the development fund.

**18. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2022.

**19. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES**

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**CAMBRIDGE WOMEN'S AID**

England & Wales - Charity number 1137602

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# Accounts

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**REGISTERED COMPANY NUMBER: 07263026 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1137602**

**Report of the Trustees and  
Financial Statements for the Year Ended 31 March 2021  
for  
Cambridge Women's Aid**

Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

# Cambridge Women's Aid

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**Report of the Trustees  
for the Year Ended 31 March 2021**

The trustees of Cambridge Women's Aid, who are also directors of the charity for the purposes of the Companies Act 2006, are pleased to present their Annual Trustees' Report, together with the financial statements of the charity for the year ending March 2021. These are prepared to meet the requirements 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).

**OBJECTIVES AND ACTIVITIES**

**History and Charitable Purpose**

Cambridge Women's Aid (CWA) offers information, advice and practical as well as emotional support to women affected by domestic abuse. The charity also provides safe and secure accommodation to women and children in need of a place of safety.

The charity's constitution was established in 1977 with the following objectives:

- o To relieve the distress and suffering of women and children who have suffered or are exposed to domestic violence.
- o To relieve the aforementioned women and children in need by making grants of money or providing or paying for items, services or facilities, and by the preservation and protection of their mental and physical health in such ways as shall contribute to relieving their need.
- o To educate the public and partner agencies in the causes and effects of domestic violence and the prevention thereof, and to undertake or contribute to research into such matters and publish the results of such research where considered appropriate.

**Significant activities**

Throughout the year, CWA provided a range of high-quality support services to women and children affected by domestic abuse, through its safe refuge and its community based services. We delivered:

- o Safe refuge accommodation to 43 women and 65 children;
- o Outreach support to 484 women in the community;
- o Direct support and specialist advice to local professionals, including help to find and access refuge space; On going training and support to local people through the Ask Me project, to raise awareness and build a proactive community response to support survivors;
- o Further training and expertise to: police officers, medical students, health professionals, voluntary groups, local employers, magistrates, housing officers, family court professionals, and social work

**Report of the Trustees  
for the Year Ended 31 March 2021**

**OBJECTIVES AND ACTIVITIES**

**Social investments**

As a long-standing local charity and grassroots organisation, CWA is deeply embedded in the social fabric of our community. The high level of support and goodwill we receive from local Cambridge community groups, businesses and institutions is testament to the value that we bring to our city and wider county. We are a Living Wage employer, employing local people, investing in their skills and training, and supporting local businesses through our procurement practices wherever possible. We are instrumental in bringing practical and financial resources into the area for the benefit of our community. This includes distributing donated funds and items, as well as applying for funds from central government to invest in local people. Good examples from this year include the emergency Covid funding from the Ministry of Justice via Police and Crime Commissioners, and from the Ministry for Housing, Communities and Local Government, which expanded women's access to essential technology and safe accommodation.

While we have the agility and advantages of an independent organisation, with our own constitution and decision-making powers, we are also part of a wider national network within Women's Aid Federation England. This gives us the ability to benefit from rigorous shared standards on best practice, and a louder voice to elevate issues, contribute to research, and campaign for positive change at a national level. For example, we have contributed to WAFE campaigns to shape the Domestic Abuse Act, and responded to consultations around commissioning practices in the VAWG sector. The CEO of Cambridge Women's Aid continues to be a sub-committee member of the Women's Aid Federation England Board, sitting on the Finance, Resources, Risk and Governance Group.

More widely, CWA values close relationships with other organisations and we are generous with our expertise where it will benefit our service users. The charity recognises the importance of contributing to multi-agency work to combat domestic abuse. In order to fully support a coordinated response to domestic abuse, the charity has been actively involved in a wide range of partnerships and professional networks throughout the year.

One highly-valued partnership is the Cambridge Women's Consortium. This group was brought together to formalise collaboration and goodwill between women's organisations in Cambridgeshire, and to resist the negative consequences of competitive tendering in the sector. In March 2020 the Cambridge and Peterborough Women's Consortium (CPWC) were awarded a 5-year grant from the Big Lottery Fund to support the development and further the aims of CPWC through the recruitment of a Consortium Coordinator and a Training and Development Worker. This work has been delayed by Covid but we have continued contact with the National Lottery and this work will be restarting.

CWA recognises the strong links between domestic abuse and homelessness, and we have directed our energy at this issue through close involvement in the Women and Homelessness Action Group. As a part of this work, we advocate for safe and adequate women-only housing for vulnerable homeless women, including holistic pathways to further support, and aim to ensure that the needs of homeless women are embedded in current, and future services. We highly value the partnerships that this work has brought, which have allowed us to work closely with other organisations during Covid to highlight the needs of the most vulnerable women.

During this year, CWA was also an active member of:

- o Whole Housing Approach Board - overseeing the Standing Together Community Coordinated Response project;
- o The Crown Prosecution Service Violence Against Women and Girls Scrutiny Panel for the East of England;
- o The Cambridgeshire Constabulary Domestic Abuse Scrutiny Panel;
- o Cambridge City Council DAHA Quality Assurance Group
- o The Cambridgeshire Domestic Abuse and Sexual Violence Partnership Governance Board and Operations Board.
- o Women's Aid Federation England: and Research, Policy, Campaigns and Communications Group.

**Public Benefit statement**

The Trustees believe the activities of Cambridge Women's Aid (CWA) continue to comply with Section 4 of the Charities Act 2011 with regard to public benefit. The information about the public benefit provided by CWA is set out in this report.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**OBJECTIVES AND ACTIVITIES**

**Volunteers**

CWA benefits greatly from a huge number of volunteer hours in our community from kind people who tirelessly collect and deliver much needed toiletries, clothes, household items, food, toys and vouchers to benefit our service users. Due to Covid, unfortunately we had to suspend volunteering activities in the refuge this year. However, the strong connections we have with volunteers and supporters were essential as we adapted at the start of Covid-19, and have brought benefits ranging from inspirational fundraising activities, to new opportunities for partnerships to help deliver our service in changed circumstances. We are very grateful to the individuals, church groups, businesses, colleges, Women's Institutes, Mother's Unions and Soroptimists for their ongoing support.

We continued to develop and support our community of trained Ask Me Ambassadors, who consistently volunteer their time to break the silence around domestic abuse. Ask Me Community Ambassadors have been an invaluable part of supporting CWA's work over the year, by taking an active role in ending permissive attitudes towards domestic abuse in their communities. Individuals have organised awareness-raising events, talks and training in their workplaces, university societies, and schools. They have planted important seeds for change in casual conversations with friends, family, neighbours and colleagues. They have taken practical action by improving domestic abuse policies and resources at work, supporting CWA through imaginative fundraising campaigns, and spreading information on social media. In a year which mobilised widespread grassroots community action and mutual aid in response to Covid, Ask Me Community Ambassadors were well placed to share accurate information about domestic abuse support in the right places.

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

The main areas of charitable activity in this period were:

- o Providing in-depth, needs-led support to women and children living in the refuges;
- o Offering one-to-one support and advice, through the outreach project, to women living in the community;
- o Training Community Ambassadors across Cambridgeshire and Peterborough through the Ask Me project;
- o Collecting, storing and distributing donated items to women in need, as well as providing practical support and items for moving on from refuge into new homes;
- o Providing training and awareness-raising within the community and sharing expertise with other professional organisations.

Since March 2020, workers at CWA have also worked hard to successfully adapted our services to continue supporting women during Covid-19. In addition to our usual activities, a lot of work went into applying for funding to support new Covid-19-related costs, improving connectivity and evolving our practices to continue providing services safely, and putting more time into contacting current and ex-service users to check in on their welfare during the national lockdown. The refuge continued accepting referrals for women fleeing abuse, throughout the pandemic. The outreach service has continued to offer emotional and practical support via telephone, email and Zoom calls. We also developed and launched a new live chat support service within weeks of the lockdown beginning, to widen our reach during lockdown and offer women another option for accessing support.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**Safe refuge for women**

CWA offers a high standard of modern refuge accommodation to women who are at risk of harm due to domestic abuse and are in need of safe and supported accommodation. This service is funded by rent charges and by Cambridgeshire County Council. In the year up to March 2021 we maintained an 89% occupancy rate, accommodating 43 women and the 65 children they had with them. In addition, 15 women and 24 children benefited from ongoing resettlement support during the year. This is an increase on last year, and reflects a slightly shorter average stay of 93 days. The length of stay across the year was as follows:

< 1 month	10 women
1 - 2 months	7 women
2 - 3 months	4 woman
3 - 4 months	8 women
4 - 6 months	6 women
6 - 8 months	3 women
8 - 12 months	4 women
> 12 months	1 women
No. in refuge at year end:	9 women

All women were assigned a Refuge Support Worker on arrival, who helped them settle into the refuge, explore their options, identify their needs and work through a support plan. We supported women with a wide range of needs, including: accessing basic necessities such as food, clothes and money; claiming the correct benefits; information on legal rights; accessing childcare and enrolling children in school; and creating a plan for the future. We were able to support some women to move on quickly to their preferred accommodation, while others stayed for a significant time while we helped them to get rehoused permanently.

The overwhelming feature of the year 2020-21 was the Covid-19 pandemic, which demanded a rapid response in order to continue the service while keeping staff and families safe. The refuge team adapted significantly to the changes in working caused by Covid-19. The team adopted a rota which allowed us to maintain a staff presence in the refuge while some colleagues worked from home, which involved using new technology and IT systems, providing workers with new equipment, and ensuring a high level of security while accessing systems remotely.

From the very beginning of the pandemic, we continued to run our services as fully as possible, including maintaining an emergency out-of-hours service 24 hours a day, 365 days a year, to ensure that service users could access advice and support in a crisis. The refuge continued to take in new arrivals and supported them to self-isolate on arrival, with extra items such as microwaves and fridges installed in rooms. We took advice from Public Health England and stayed up to date with the latest guidance, communicating this to residents in a clear and understandable way. There was close communication with the local authority about public health advice, PPE, testing and vaccinations, and eventually we were able to roll out twice-weekly testing facilities in the refuge. The layout of the refuge was repurposed, with workers spreading out into separate offices, and use of shared living spaces either closed down or closely managed with rotas and additional cleaning to ensure safety. Hand sanitiser stations were installed throughout the house, and families were provided with individual kitchen kits and cleaning equipment in order to avoid sharing any items with others. We also continued to support women to move on from the refuge, by accessing resources for them to set up home using donations from supporters and external grant sources. Some projects like Emmaus and Re-use, which we had previously used for sourcing affordable furniture and white goods, closed down temporarily or operated at reduced capacity due to Covid, so we filled in the gaps by using donated funds, while also exploring and using increased capacity from other grant giving organisations such as the Buttle Trust and BBC Children in Need, to the benefit of our service users. We are particularly grateful to the support of individuals whose donations ensured that families moving on from refuge always moved to a home that was carpeted and kitted out with the things they and their children needed.

**Report of the Trustees  
for the Year Ended 31 March 2021**

In response to the increase in domestic abuse and challenges for women seeking support during lockdown, we swiftly embarked on an innovative partnership with St Catharine's College from April 2020, who generously offered their temporarily vacant student accommodation as 'pop-up respite beds' for women seeking safety. This meant that we were able to offer an enhanced service during lockdown, at a time when nationally there was a 40.6% reduction in the number of refuge spaces available. In total, the College provided 1,456 nights of safe accommodation to women and children escaping domestic abuse, benefiting 23 women and children between April and September 2020. Based on the usual conference rate of the accommodation per day, the total in-kind value of the College's contribution is £18,775. This project was also supported by emergency Covid-19 funding from the Ministry for Housing, Communities and Local Government (MHCLG), which allowed us to fund extra staff time both in the refuge and for an on-site custodian for the pop-up accommodation. Women who used the accommodation said:

<https://www.womensaid.org.uk/a-perfect-storm-the-impact-of-the-covid-19-pandemic-on-domestic-abuse-survivors-and-the-services-supporting-them/>

"I am incredibly grateful to St Catharine's for their thoughtful kindness. At the moment I can't find the words to explain what it has meant to me and my daughter, and the psychological safety it has offered us. Obviously I know this has only been able to happen for us and other women and children because of Women's Aid. I am deeply thankful to you, as are my family."

"I really believed I would have to live out my life with my husband's misery and abusive behaviour...You all played an important first part of my new journey of my future happiness. My time spent at St Catharine's was very good: comfortable and so quiet!"

Meanwhile, we worked hard to update the IT infrastructure of the refuge and improve the connectivity of the women in residence. A grant from Cambridge Community Foundation allowed us to install a new Wi-Fi system in the refuge and offer Kindle tablets to women. We also provided smartphones to women who needed them and ensured that all children had the means to continue accessing education, including laptops where necessary. The work we put into providing technology and connectivity in the refuge was invaluable in allowing women to communicate with support workers on Zoom during lockdowns, access information online, manage external online systems and appointments, and help their children with homework and home-schooling.

Unfortunately, due to safety considerations and repeated lockdowns, group work and multi-household group activities had to be paused during the year. Instead, we supported individual families to do activities on their own outside the refuge, in order to build their confidence and support their independence during their time with us. Thanks to a donation from ARM, we were able to install an awning over the garden area, which allowed us to do some face-to-face work with individual women and children in a Covid-safe way. From January we were also able to offer some walk-and-talk sessions with women outside.

Throughout the year, we continued to put effort into making our services as accessible as possible for women with multiple barriers to seeking support. We were able to support families with no recourse to public funds, by helping them to navigate the application process for a destitution domestic violence concession. We provided interpreters for non-English speakers wherever needed. We have kept developing and strengthening our knowledge through continuing professional development, and relationships with other specialist organisations, in order to advise, support and refer women effectively according to their needs and circumstances. Just a few examples of this include running a series of lunchtime discussions on intersectionality and anti-oppressive practice, and undertaking staff training on FGM, honour-based violence, economic abuse, suicide prevention, the domestic homicide timeline, working with male victims and older victims, and child to parent abuse. Staff benefited from the increased availability of online professional training, which was an unexpected benefit of the pandemic.

In summer 2020, we ran a consultation with service users to find out their views on the service during the Covid-19 period. All respondents rated the support they had received in refuge as 5 stars (out of 5), and felt that staff had done all they could to keep everyone safe from Covid-19. Some of the things women reported as being most helpful or positive included "safety measures like masks"; "food vouchers"; and "having access to wifi, kitchen, garden and launderette room". One survivor reported that "everyone does their best so that I can be well". Some of the challenges that women mentioned were struggling with being alone and without family support during national lockdowns, especially while looking after children. Women reported benefiting from the following aspects of the refuge service:

- o Telephone calls, email support, video calls with workers
- o Socially distanced face to face support

**Report of the Trustees  
for the Year Ended 31 March 2021**

- o Food donations and supermarket vouchers
- o Help with accessing schools for children
- o Support with home-schooling children
- o Art materials, toys or games for children
- o Day trips or holiday activities for children
- o New phone/tablet to help accessing support remotely
- o Support to travel safely e.g. by taxi
- o Improved internet connection in the refuge

We were grateful for an outpouring of goodwill and support at Christmas, and received toys to give out to children from the Star Radio 'Giving Tree' Appeal, as well as donations of food, vouchers and money to support families in refuge at this time of year. We were able to give each woman living in the refuge a supermarket voucher for Christmas shopping, as well as an Argos voucher to buy presents for their children, which meant a lot at a busy and difficult time of year, and in the midst of the gloom of a new lockdown.

"Thank you so much for this! It's so lovely to feel remembered and cared for at Christmas, and I am very grateful to you all at Women's Aid for your support and kindness" - Refugee resident, Christmas 2020

Looking back on the year, the trustees are proud to say that we pulled together and supported even more women than last year, in extremely difficult and volatile times. We continued and built on our excellent relationships with other agencies, such as schools and housing, to ensure women and children were looked after. Due to our rapid response, and the flexibility and dedication of our staff team, there were no cases of Covid-19 among either residents or staff during the year. Despite the added stresses and strains of the pandemic, and the personal impacts of increased workloads, new systems, physical isolation and uncertainty, staff looked after each other, met regularly to debrief, and showed heroic determination to keep being there for women who needed us.

**Safe refuge for children**

The main aim of the children's service is to keep children safe and to strengthen their family. The support given by this service included settling the children into refuge, accessing health services, support into school or nursery, access to community services as well as the provision of play activities, emotional support and family outings. Through the Home Office's Children Affected by Domestic Abuse (CADA) support fund, CWA received funding to provide extensive support to the mums and children in our services. This funding also supported local partnership work to ensure children's needs were met holistically and seamlessly across all local agencies involved in this initiative. The children also benefited from enhanced school holiday activities provided by the Cambridge City Council-funded Play Scheme. The Family Worker played a key role in the refuge by providing advocacy for families, and liaising with other professionals and statutory services.

During the year, 65 children were accommodated in the refuge. Their age ranges were as follows:

Under 5 years old	40 children
6 - 10 years old	16 children
11-15 years old	8 children
16+	1 child

Covid-19 brought unique challenges and significant changes to the children's project, as it became unsafe for staff to work with the children face-to-face in the way we had always done previously. As a result, there was a change in staffing as the dedicated Children's Worker was redeployed to the outreach team, and reduced capacity within the children's project in the refuge. Daily children's activities such as the art room had to be closed, and many of the group activities and outings which usually take place in school holidays had to be extremely limited. This in turn meant that it was harder to build up a rapport and trust with children quickly, in order to work with them to explore their thoughts and feelings.

**Report of the Trustees  
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"Covid-19 has meant that we have had a higher turnover of children in the refuge, while at the same time not being able to work in the way we would like. As a result, it has felt so busy it has been overwhelming at times, and the emotional impact of the work has been harder. I love my work and that's what keeps me going, but the restrictions have been extremely challenging" - Staff member

However, we were proud that we were able to adapt to difficult circumstances, seek out new ideas and solutions, and offer the best service we possibly could at every stage throughout the pandemic. For example, during summer 2020, we supported mums to do water play with their children. This is something that children with additional needs found particularly calming, and mums were able to gradually build their confidence to play with their children alone without a worker. Women were impressed at seeing their children trying something new, and showing increased trust. Thanks to a generous donation from ARM, we were able to install an awning over our garden area, which meant that we could start doing Covid-safe garden sessions or outdoor art sessions with families, due to shelter from the elements. Additional funding allowed us to purchase exciting new toys for the garden and individual boxes of toys for children.

Other positives included the fact that having a separate office space allowed the Family Worker to offer increased one-to-one sessions. The advantage of only being able to work with one family at a time has been that each child has had more individual time with a family worker, sometimes on a completely one-to-one basis. In addition, although we were unable to do group activities and outings in the holidays, we were able to work with women to build their confidence to take their children out themselves, for activities like swimming, ice-skating or ten-pin bowling. For some mums, this has been an enormous achievement and helped to build self-esteem, independence and a strengthened relationship with their children. Thanks to a grant from Cambridge City Council and private donations, women were also supported with transport and encouragement to take their children on trips to local attractions in and around Cambridge. Both mums and their children said they loved being able to get outside on these trips and experience things they had never done before, such as being on a train, seeing otters and feeding a pig. For some, going out for an activity like this was an important experience, as it was something they had not been allowed to do when living with their perpetrator.

We are grateful for some generous private donations, which have allowed us to offer specialist art therapy to children leaving refuge, and ensure that children have what they need for their new bedroom when moving on. Generous benefactors every year also ensure the children are able to go to a Christmas pantomime and this year was no different. We are grateful for the continued support, and that this brought a lots of joy to families in refuge at a difficult time.

### **Outreach Service**

"Thank you so much for your help and support. I would like to praise you for the work you and your team do. My outreach worker has been amazing supporting me and my children during this difficult time. I wouldn't have been able to overcome such a difficult situation without her support. Well done and thank you so much for your hard work!!" - Outreach client

The Cambridge Women's Aid Outreach Service offers a free and confidential service based in the community, offering in-depth, tailored emotional and practical support to women subjected to domestic abuse. As well as supporting survivors directly, outreach workers frequently offer advice to professional and personal supporters in a survivor's life.

This year, the Outreach service employed four full time specialist support workers, funded thanks to contributions from South Cambridgeshire District Council, Cambridge City Council and the Standing Together consortium funded by the MHCLG. Survivors could access support via Zoom appointments, a new live chat service, phone and email during normal office hours, or get emergency help 24 hours a day, 365 days a year.

Across the year 2020-21, we received 334 new referrals directly into outreach, with the vast majority of these coming from self-referrals (67%), followed by social care and friends/family. The highest number of referrals came in June 2020, which was the peak of the first lockdown, and the lowest number of referrals was in November 2020. In total, the Outreach Project provided ongoing support to 484 people from the following areas:

Cambridge City	226
East Cambridgeshire	73
South Cambridgeshire	161
Out of county	17
Unknown	6

**Report of the Trustees  
for the Year Ended 31 March 2021**

The women receiving support from the outreach service had 577 children in total, who benefited indirectly from our support. We offered brief advice to an additional 121 individuals including survivors, professionals and third-parties, giving information about rights and options and signposting to appropriate support.

Due to the impact of Covid-19, we transitioned quickly at the start of the year to offering remote outreach support, via Zoom, email and telephone calls. The outreach team worked from home throughout the year, showing enormous flexibility and swiftly embracing new technology and online systems to ensure continuity of the service. The year brought enormous challenges to women living with domestic abuse, and to the systems and services they rely on for support, which were often reduced or overstretched due to Covid-19. We found that service-users sometimes had to wait longer for court dates, occupation orders, or other services they needed to keep safe. Financial hardship, food poverty and other factors linked to Covid-19 shielding and national lockdowns added to the complexity of some women's situations. Group work had to be put on hold due to social distancing, though this has since restarted in an online format.

However, there were also new opportunities to develop and expand our support. Offering increased telephone and online appointments has reduced barriers for some women seeking support from CWA, in particular women with babies and young children, women without access to transport, and women with full-time jobs, who have all reported preferring phone calls and video calls to in-person appointments. By learning how to use online video calling software, workers have found it easier to foster relationships with other professionals across different agencies, with easier access to external professional meetings and training, without the need for travel. To increase access for women stuck at home with abusers, we set up a brand new Live Chat service on our website a few weeks after the start of the first lockdown, and have continued running this successfully. Thanks to emergency Covid-19 funding from the Ministry of Justice through the Police and Crime Commissioner's Office, we were able to meet women's needs flexibly. This funding allowed us to: offer Kindle tablets to women without access to technology; pay for online CBT programmes to support women with mental health needs; and help women buy the items they needed to gain or remain in safe accommodation, including essential white goods and additional home security measures. A particular highlight of the year was Christmas 2020, when thanks to the generosity of our supporters, we gave out vouchers to women experiencing hardship, allowing them and their children to be able to enjoy their festivities.

"Thank you from the bottom of my heart, these vouchers will be a huge help to me and my children, and I'll be able to buy them some lovely toys. You all do amazing work and you have no idea how much this has changed Christmas for me." - Outreach client, Christmas 2020

The trustees would like to acknowledge the commitment and resilience of the outreach team, which meant that we continued to provide a robust service without interruption, while also developing new ways to create a supportive working environment despite the isolation of lockdown.

### **Community Engagement**

"I thought the Ask Me training was absolutely brilliant - very inclusive and felt like a safe space to speak and share thoughts. I found the training really engaging and being online made it easier and more inclusive for me as a single parent" - Ask Me participant

Research shows that communities are often the first to know about abuse, and that they can act as either gate openers or gate closers for a survivor seeking help. To engage the local community in helping to end domestic abuse, we continued running the Ask Me project in 2020-21. The project trains and equips both women and men with an understanding of domestic abuse and how to give survivors the right response, in the role of Community Ambassadors.

At the same time as the pandemic hit at the end of March 2020, our funding from the Tampon Tax Fund and Peterborough City Council for the Ask Me project came to an end. As a result, we quickly adapted by scaling back new training sessions and re-focusing on supporting our existing Community Ambassadors remotely with the capacity we had available. We consulted with Community Ambassadors, set up regular online meet-ups to replace the in-person events, and started up a monthly newsletter to keep Ambassadors feeling connected and informed. In online meet-ups we gave Ambassadors tools and ideas for getting information about domestic abuse services into their local communities under lockdown. We continued monthly check-ins to see how participants were getting on, and maintained friendly and supportive social media groups for Ambassadors.

**Report of the Trustees  
for the Year Ended 31 March 2021**

In October we piloted a brand-new online version of the Ask Me training developed by Women's Aid Federation England, made up of self-study alongside Zoom discussion sessions. We launched the online training fully in January 2021, and were able to welcome six new Community Ambassadors into the project before the end of the financial year. This was a significant achievement given the dual challenges of Covid-19 and lack of project funding. The online format has proved to be highly accessible, and the course continues to be popular and over-subscribed.

**FINANCIAL REVIEW**

**Principal funding sources**

The charity's main sources of funds come from:

- o Cambridgeshire County Council, which funds the support to women living in the refuge;
- o The Ministry for Housing, Communities and Local Government (MHCLG), which provides funding to support women living in Cambridge City and South Cambridgeshire, through the Whole Housing Approach managed by Standing together.

We receive additional funding from Cambridge City Council towards our Outreach Project and the children's holiday play schemes. South Cambridgeshire District Council also make a contribution towards the costs of the Outreach Project. A considerable proportion of income is received as rent from the residents of the two refuges, mainly from Housing Benefit. The charity also receives general donations from individuals and organisations who support the work of CWA.

In the past year, we received a significant donation from The Thompson Family Trust to support the work we do with children affected by domestic abuse. We are indebted to them for their generosity and support. This donation has been restricted to ensure we can meet the needs of families moving on with their lives. We are grateful to a number of other groups, businesses and individuals in our community who contacted us with offers of help and donations, which we valued highly.

We would also like to acknowledge the support we received from Star Radio, who teamed up with the Gifting Tree at a local shopping centre, and ran a campaign to ensure that we could give out Christmas presents to every child we support. We are always touched by the depth of generosity from so many local groups and individuals at Christmas, and 2020 was no different - we would like to thank everyone who helped to make this time of year special for women and children using our service.

We are also grateful to those individuals and organisations who so kindly donated vital items to the charity throughout the year. The clothes, toys, household items, toiletries and furniture we received provided a much appreciated source of support to the service users.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**FINANCIAL REVIEW**

**Reserves policy**

The trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission and believe that reserves should be at a level to ensure the charity can run efficiently and cover perceivable risk factors that may arise. CWA undertakes an annual risk assessment which influences the reserves policy.

The trustees believe that the charity should hold financial reserves to:

- (1) be able to run effectively and be able to meet the needs of the beneficiaries
- (2) protect the organisation and to be able to continue operating despite damaging events.
- (3) fund necessary development of services
- (4) meet all financial obligations such as lease commitments

The trustees are of the opinion that the minimum level of unrestricted free reserves held should be the sum total of the following:

- the equivalent of one month's running costs
- lease commitments
- staff redundancy costs (to be reviewed annually) and other staff related financial obligations
- adherence to all obligations under the Equality Act 2010 and other statutory requirements
- an emergency fund (contingency costs in case of an emergency)

This equates to £163,916 for the financial period ending March 2021. This amount is within our policy of holding less than 6 months running costs as free reserves at any given time.

As at 31st March 2021, CWA holds £156,552 as free reserves which is judged satisfactory.

**Financial Position at 31st March 2021**

At the end of the financial year, the charity is in a good financial position. We are able to fund our core work and have additional funds to ensure we can cover our planned work for the coming year. During the year, thanks to some generous donations we have been able to consider development work to better meet the needs of our beneficiaries. We have set up a fund to put this into action as soon as the pandemic allows. We are grateful that our resources allow us achieve our ambitions to support women in the best way possible.

The combination of free reserves, designated funds and restricted funds gives the charity the ability to provide our main services and be responsive to the needs we predict for the next year. In terms of risk, many of our large contracts are coming to an end, and at the point of writing this annual report, we do not have assurances about funding of core costs in the coming year. We look forward to gaining assurance on this soon so that we can continue to plan for the future and carry out our important work.

Our designated funds ensure that we have a pot for planned specific expenditure over the next year or so. Our designated funds mean we can cover any extra ordinary human resources costs. We are also able to fund groups for women that provide opportunities for women to come together for peer support. Our refuge children's fund ensures we can meet any reasonable additional needs for equipment in the refuge. Our case management system costs are necessary, but currently not covered by any of our core projects. Our designated fund for case management ensures with necessary costs is funded. Finally, the trustees have been able to set aside a sum of £115,000 to fund our development goals when funding decisions have been made and Covid allows. We don't know fully what the future holds in these difficult times, but feel positive that we have the funds behind us to be responsive and agile to meet new challenges.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**PLANS FOR THE FUTURE**

As this report is being written, we are still in the midst of the global Covid-19 pandemic, which has changed the world in far-reaching ways and forced us to adapt to new constraints. As a result, we have significantly developed the way our services work, with an especial focus on increasing connectivity, shifting towards remote working, and moving training and group work online. As we make plans for the future in this new context, we bring our wealth of experience in working with uncertainty and actively anticipating risks and opportunities. Looking to the future, we are:

- o Working to obtain long term funding for the refuge and outreach services  
Continuing to analyse the benefits and opportunities of the new Domestic Abuse Act, and lending our voice to wider calls to keep the voices of survivors, children, and minoritised women at the heart of the government's response to domestic abuse.
- o Continuing to support women's welfare needs during the ongoing Covid-19 pandemic. We plan to review our successes and develop new services such as Live Chat and our ongoing process of digital transformation within the organisation to increase accessibility and meet survivors' needs
- o Developing the board of trustees through the recruitment of new members, who will bring in new skills and perspectives to benefit the charity and drive forward our vision and mission.
- o Looking forward to deepening our collaboration in the work of the Cambridge and Peterborough Women's Consortium (CPWC), thanks to exciting new project funding from the Big Lottery, which will allow the consortium to employ two workers in order to: work with 'experts by experience' to deliver training to organisations engaging vulnerable women and girls; undertake vital development work and business support for CPWC members; and co-produce new services to meet the needs of women and girls.
- o Continuing our fruitful partnership with St Catharine's College, in order to expand the Ask Me project and to put on a new and improved conference for survivor's voices to be heard by statutory agencies.
- o Piloting a project looking at the employment challenges of women leaving refuge, and setting up some work experience opportunities to support them rebuilding their lives.
- o Building our relationship with our local Family Court to support their ambitions to best respond to vulnerable court users.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

CWA is a charitable company limited by guarantee not having share capital. The company was created under a Memorandum of Association which established the objects and powers of the charitable company, and is governed under its Articles of Association.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Management of the organisation**

The trustees of Cambridge Women's Aid are responsible for the charity. They delegate the day to day running of the charity to paid workers. The workers work collaboratively and all workers work at a high level, taking responsibility for their own area of work. The Chief Executive Officer is responsible for the overall management of the charity, particularly the strategic and resource aspects. The senior Refuge Worker is responsible for the refuge. All senior workers support and oversee the Outreach and community work. The other workers are all responsible to the senior workers.

During 2020/21, remuneration of personnel was set by comparing equivalent specialist roles nationally and looking at the pay of local roles with similar responsibility. CWA achieved Living Wage certification and the highest paid worker was always paid less than three times that of the lowest paid worker. The Trustees plan to undertake an in depth benchmarking exercise to review all wages before the end of 2021/22.

Senior workers meet with the trustees quarterly. Workers communicate every day and keep each other informed of their work, particularly any challenges or concerns. Workers meet regularly for formal case reviews and to discuss CWA business. Workers offer each other a high level of support and opportunities to reflect and share good practice. Workers also have access to an external counsellor for in-depth clinical supervision. During covid, formal meetings were held via Zoom. CWA staff greatly appreciated the additional responsive, adhoc support given by trustees to support them as we all found our way to evolve our response during this time.

CWA has a minimum of five trustees. They also act as directors of the company. All trustees are women and are selected for their skill and experience that both represent and benefit the service users. Each woman is nominated and elected at the Annual General Meeting. During the period between each AGM, women can be co-opted on to the Board by a majority vote of the current trustees. All trustees give their time on a voluntary basis and do not receive any remuneration from CWA. The CWA Management Committee Policy sets out the trustee's job description, authority, responsibilities and induction.

**Affiliations**

Cambridge Women's Aid is an independent charity and a full member of Women's Aid Federation England.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

07263026 (England and Wales)

**Registered Charity number**

1137602

**Registered office**

9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

**Trustees**

The charity has a dispensation from the Charity Commission from listing the names of it's trustees.

**Auditors**

Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF

**Report of the Trustees  
for the Year Ended 31 March 2021**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Contact information**

**Administration & Outreach Office**

17 H Sturton Street  
Cambridge  
CB1 2SN  
tel: 01223 350764 (admin)  
tel: 01223 361214 (outreach)

email: admin@cambridgewa.org.uk  
email: outreach@cambridgewa.org.uk

**Refuge**

P O Box 302  
Cambridge  
CB1 1EA  
tel: 01223 460947  
fax: 01223 354700

email: refuge@cambridgewa.org.uk

**Bankers**

Lloyds TSB Bank Plc  
Gonville Place  
Cambridge  
CB2 1BQ

**COMMENCEMENT OF ACTIVITIES**

The charity commenced activities on the 1 October 2010 following the transfer of activities and net assets from Cambridge Women's Aid (registered charity number 273867) on the 30 September 2010.

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Cambridge Women's Aid for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

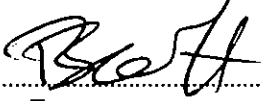
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the Trustees  
for the Year Ended 31 March 2021

**AUDITORS**

The auditors, Lanham and Company Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on .....13/12/21..... and signed on its behalf by:



.....  
R Scott - Trustee

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Opinion**

We have audited the financial statements of Cambridge Women's Aid (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 19 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

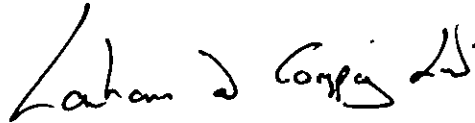
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Report of the Independent Auditors to the Members of  
Cambridge Women's Aid (Registered number: 07263026)**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Ireland FCCA (Senior Statutory Auditor)  
for and on behalf of Lanham and Company Limited  
Statutory Auditors &  
Chartered Accountants  
9 Great Chesterford Court  
London Road  
Great Chesterford  
Essex  
CB10 1PF



Date: 20 December 2021

**Cambridge Women's Aid**

**Statement of Financial Activities  
for the Year Ended 31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	152,227	60,800	213,027	101,858
<b>Charitable activities</b>					
Hostel accomodation	4	156,421	230,245	386,666	309,901
Community services		-	133,449	133,449	262,029
Investment income	3	27	-	27	51
<b>Total</b>		<u>308,675</u>	<u>424,494</u>	<u>733,169</u>	<u>673,839</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Hostel accomodation	5	164,098	237,661	401,759	316,595
Community services		-	135,718	135,718	257,093
Support services		26,876	-	26,876	33,115
<b>Total</b>		<u>190,974</u>	<u>373,379</u>	<u>564,353</u>	<u>606,803</u>
<b>NET INCOME</b>		<u>117,701</u>	<u>51,115</u>	<u>168,816</u>	<u>67,036</u>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		182,902	246,077	428,979	361,943
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>300,603</u></u>	<u><u>297,192</u></u>	<u><u>597,795</u></u>	<u><u>428,979</u></u>

The notes form part of these financial statements

Cambridge Women's Aid (Registered number: 07263026)

Balance Sheet  
31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	12	742	-	742	990
<b>CURRENT ASSETS</b>					
Stocks	13	4,794	-	4,794	4,294
Debtors	14	11,266	-	11,266	84,897
Cash at bank		328,077	433,330	761,407	456,177
		<u>344,137</u>	<u>433,330</u>	<u>777,467</u>	<u>545,368</u>
<b>CREDITORS</b>					
Amounts falling due within one year	15	(44,276)	(136,138)	(180,414)	(117,379)
<b>NET CURRENT ASSETS</b>		<u>299,861</u>	<u>297,192</u>	<u>597,053</u>	<u>427,989</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>300,603</u>	<u>297,192</u>	<u>597,795</u>	<u>428,979</u>
<b>NET ASSETS</b>		<u>300,603</u>	<u>297,192</u>	<u>597,795</u>	<u>428,979</u>
<b>FUNDS</b>					
Unrestricted funds	17			300,603	182,902
Restricted funds				297,192	246,077
<b>TOTAL FUNDS</b>				<u>597,795</u>	<u>428,979</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13/2/21 and were signed on its behalf by:



R Scott - Trustee

Cambridge Women's Aid

Cash Flow Statement  
for the Year Ended 31 March 2021

	Notes	31.3.21 £	31.3.20 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	305,054	46,710
Net cash provided by operating activities		<u>305,054</u>	<u>46,710</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		-	(1,238)
Sale of tangible fixed assets		149	-
Interest received		27	51
Net cash provided by/(used in) investing activities		<u>176</u>	<u>(1,187)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>305,230</u>	<u>45,523</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>456,177</u>	<u>410,654</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>761,407</u></u>	<u><u>456,177</u></u>

The notes form part of these financial statements

**Cambridge Women's Aid**

**Notes to the Cash Flow Statement  
for the Year Ended 31 March 2021**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	31.3.21 £	31.3.20 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	168,816	67,036
<b>Adjustments for:</b>		
Depreciation charges	248	248
Profit on disposal of fixed assets	(149)	-
Interest received	(27)	(51)
Increase in stocks	(500)	(1,847)
Decrease in debtors	73,631	31,500
Increase/(decrease) in creditors	63,035	(50,176)
<b>Net cash provided by operations</b>	<u>305,054</u>	<u>46,710</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
<b>Net cash</b>			
Cash at bank	456,177	305,230	761,407
	<u>456,177</u>	<u>305,230</u>	<u>761,407</u>
<b>Total</b>	<u>456,177</u>	<u>305,230</u>	<u>761,407</u>

## Cambridge Women's Aid

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

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.

##### **Going Concern**

There are no material uncertainties that would cast doubt on the charity's ability to continue as a going concern.

##### **Income**

All income is recognised at the fair value in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

##### **Grants**

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the charity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Government grants are accounted for as above, further information on the government grants is included in note 4.

##### **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.

##### **Allocation and apportionment of costs**

Support and management costs are allocated between funds based on the proportion of staff and volunteer hours in each service, on the assumption that the major management expenses is a result of personnel. Volunteers are weighted as half and work substantially fewer hours.

##### **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	- 20% on cost
Motor vehicles	- 12.5% on cost

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

##### **Stocks**

Stocks held by the charity are goods held to be distributed freely or for a nominal consideration. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

##### **Taxation**

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

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2021

#### 1. ACCOUNTING POLICIES - continued

##### **Fund accounting**

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

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

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

##### **Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### **Donated goods**

Donated goods are recognised as income when the charity has control over the goods any conditions associated with the donated goods have been met, the receipt of economic benefit from the use by the charity of the goods is probable and that economic benefit can be measured reliably.

On receipt, donated goods are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain goods of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102), the time of general volunteers is not recognised. The role of volunteers is covered in more detail in the trustees report.

##### **Debtors**

Short term debtors are measured at transaction price, less any impairment.

##### **Creditors**

Short term trade creditors are measured at the transaction price.

##### **Financial Instruments**

Financial instruments which meet the criteria of a basic financial instrument as defined in section 11 of FRS 102 are accounted for under an amortised historic cost model.

##### **Support costs**

Support costs include the central functions and have been allocated to activity cost categories based on the cost of staff time spent on each activity.

#### 2. DONATIONS AND LEGACIES

	31.3.21	31.3.20
	£	£
Donations	193,809	99,595
Donated services and facilities	18,775	-
Other income	443	2,263
	<u>213,027</u>	<u>101,858</u>

During the year the charity received donated goods for the direct use of the beneficiaries of the charity valued at £4,500 (2020: £13,847).

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

3. INVESTMENT INCOME

	31.3.21	31.3.20
	£	£
Deposit account interest	27	51
	<u>27</u>	<u>51</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Hostel accommodation	Community services	31.3.21 Total activities	31.3.20 Total activities
	£	£	£	£
Rents receivable	143,002	-	143,002	145,766
Service charges receivable	13,419	-	13,419	13,514
Grants	84,624	133,449	218,073	267,562
Contract service income	145,621	-	145,621	145,088
	<u>386,666</u>	<u>133,449</u>	<u>520,115</u>	<u>571,930</u>

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

	31.3.21	31.3.20
	£	£
Cambridge City Council	48,000	48,000
Cambridgeshire County Council	222,442	145,621
Cambridgeshire Police and Crime Commissioner	44,697	-
Cambridgeshire Community Foundation	2,800	-
Ministry of Housing, Communities and Local Government	37,127	-
Peterborough City Council	-	60,000
South Cambridgeshire District Council	8,628	8,500
Standing Together	-	107,500
Women's Aid	-	43,029
	<u>363,694</u>	<u>412,650</u>

Contract service income received, included in the above, is as follows:

	31.3.21	31.3.20
	£	£
Cambridgeshire County Council	145,621	145,088
	<u>145,088</u>	<u>145,088</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Hostel accomodation	395,597	6,162	401,759
Community services	134,086	1,632	135,718
Support services	26,876	-	26,876
	<u>556,559</u>	<u>7,794</u>	<u>564,353</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.21 £	31.3.20 £
Staff costs	331,386	400,340
Rent, rates and water	97,245	82,456
Insurance	2,786	2,771
Light and heat	13,877	14,154
Telephone and internet	4,529	5,657
Postage and stationery	1,123	2,021
Advertising	401	336
Sundries	1,649	2,354
Repairs and renewals	4,679	1,952
Licences	2,592	2,592
Cleaning and gardening	1,890	3,264
Police alarm	2,658	893
Transport	2,698	3,994
Books and subscriptions	-	323
Training and education	2,708	1,723
Donations	24,848	21,588
Fund activities costs	61,391	54,715
Depreciation	248	248
Loss on sale of assets	(149)	-
	<u>556,559</u>	<u>601,381</u>

7. SUPPORT COSTS

	Governance costs £
Hostel accomodation	6,162
Community services	1,632
	<u>7,794</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

7. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

**Governance costs**

	Hostel accommodation	Community services	31.3.21 Total activities	31.3.20 Total activities
	£	£	£	£
Auditors' remuneration	<u>6,162</u>	<u>1,632</u>	<u>7,794</u>	<u>5,422</u>

8. NET INCOME/(EXPENDITURE)

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

	31.3.21	31.3.20
	£	£
Auditors' remuneration	7,794	5,422
Depreciation - owned assets	248	248
Surplus on disposal of fixed assets	<u>(149)</u>	<u>-</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

10. STAFF COSTS

	31.3.21	31.3.20
	£	£
Wages and salaries	299,668	362,988
Social security costs	24,788	29,520
Other pension costs	<u>6,930</u>	<u>7,832</u>
	<u>331,386</u>	<u>400,340</u>

The employee benefits of key management personnel during the year was £89,396 (2020: £88,760).

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

	31.3.21	31.3.20
Hostel and frontline workers	4	4
Childworker	1	1
Support staff	2	2
Outreach	4	4
Community projects	<u>1</u>	<u>2</u>
	<u>12</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	46,833	55,025	101,858
<b>Charitable activities</b>			
Hostel accomodation	159,280	150,621	309,901
Community services	-	262,029	262,029
Investment income	51	-	51
<b>Total</b>	<b>206,164</b>	<b>467,675</b>	<b>673,839</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Hostel accomodation	144,087	172,508	316,595
Community services	-	257,093	257,093
Support services	33,115	-	33,115
<b>Total</b>	<b>177,202</b>	<b>429,601</b>	<b>606,803</b>
<b>NET INCOME</b>	<b>28,962</b>	<b>38,074</b>	<b>67,036</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	<b>153,938</b>	<b>208,005</b>	<b>361,943</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>182,900</b>	<b>246,079</b>	<b>428,979</b>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>			
At 1 April 2020	1,238	17,834	19,072
Disposals	-	(1,075)	(1,075)
At 31 March 2021	<u>1,238</u>	<u>16,759</u>	<u>17,997</u>
<b>DEPRECIATION</b>			
At 1 April 2020	248	17,834	18,082
Charge for year	248	-	248
Eliminated on disposal	-	(1,075)	(1,075)
At 31 March 2021	<u>496</u>	<u>16,759</u>	<u>17,255</u>
<b>NET BOOK VALUE</b>			
At 31 March 2021	<u>742</u>	<u>-</u>	<u>742</u>
At 31 March 2020	<u>990</u>	<u>-</u>	<u>990</u>

All assets are used for charitable purposes.

13. STOCKS

	31.3.21	31.3.20
	£	£
Stocks	<u>4,794</u>	<u>4,294</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Trade debtors	-	71,810
Rent receivable	2,490	1,078
Prepayments and accrued income	8,776	12,009
	<u>11,266</u>	<u>84,897</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Trade creditors	2,429	5,675
Social security and other taxes	7,542	7,524
Other creditors	11,118	3,229
Accruals and deferred income	23,187	13,992
Contracts received in advance	136,138	86,959
	<u>180,414</u>	<u>117,379</u>

Contracts received in advance refers to payments received on account for contractual income for services provided following the year end, as per the terms of the grants.

There was deferred income of £136,138 (2020: £86,959) in the year.

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.21	31.3.20
	£	£
Within one year	67,190	69,297
Between one and five years	13,667	34,167
	<u>80,857</u>	<u>103,464</u>

Operating lease commitments are in respect of the rental of properties used for charitable purposes. The total lease payments recognised as an expense in the SoFA in the year is £74,281 (2020: £77,192).

17. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
<b>Unrestricted funds</b>				
General fund	102,283	12,605	-	114,888
Donations and interest	48,326	108,338	(115,000)	41,664
HR Fund	787	-	-	787
Womens activities	8,041	-	-	8,041
Refuge Children's Fund	3,809	(650)	-	3,159
Case Management System	4,656	(2,592)	-	2,064
Development fund	15,000	-	115,000	130,000
	<u>182,902</u>	<u>117,701</u>	-	<u>300,603</u>
<b>Restricted funds</b>				
Children's move on fund	231,326	43,839	-	275,165
Consulting Service Users	2,310	(500)	-	1,810
Improvement Fund	7,480	(270)	-	7,210
Ask Me	4,961	(1,954)	-	3,007
The Linney Fun Fund	-	10,000	-	10,000
	<u>246,077</u>	<u>51,115</u>	-	<u>297,192</u>
<b>TOTAL FUNDS</b>	<u>428,979</u>	<u>168,816</u>	-	<u>597,795</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

17. 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	180,139	(167,534)	12,605
Donations and interest	128,536	(20,198)	108,338
Refuge Children's Fund	-	(650)	(650)
Case Management System	-	(2,592)	(2,592)
	<u>308,675</u>	<u>(190,974)</u>	<u>117,701</u>
<b>Restricted funds</b>			
Children's move on fund	92,001	(48,162)	43,839
Playscheme	4,999	(4,999)	-
Consulting Service Users	-	(500)	(500)
Outreach project	128,449	(128,449)	-
Improvement Fund	800	(1,070)	(270)
Ask Me	-	(1,954)	(1,954)
Refuge Support Fund	103,621	(103,621)	-
The Linney Fun Fund	10,000	-	10,000
Covid-19 Relief Funding - Cambridgeshire Police and Crime Commissioner	44,697	(44,697)	-
Covid-19 Relief Funding - Ministry of Housing	37,127	(37,127)	-
Covid-19 Relief Funding - Cambridgeshire Community Foundation	2,800	(2,800)	-
	<u>424,494</u>	<u>(373,379)</u>	<u>51,115</u>
<b>TOTAL FUNDS</b>	<u><u>733,169</u></u>	<u><u>(564,353)</u></u>	<u><u>168,816</u></u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
<b>Unrestricted funds</b>				
General fund	94,597	27,686	(20,000)	102,283
Donations and interest	39,459	8,867	-	48,326
HR Fund	521	(734)	1,000	787
Womens activities	12,304	(4,263)	-	8,041
Refuge Children's Fund	3,809	-	-	3,809
Case Management System	3,248	(2,592)	4,000	4,656
Development fund	-	-	15,000	15,000
	<u>153,938</u>	<u>28,964</u>	<u>-</u>	<u>182,902</u>
<b>Restricted funds</b>				
Children's move on fund	187,134	44,192	-	231,326
Consulting Service Users	2,310	-	-	2,310
Improvement Fund	18,561	(11,081)	-	7,480
Ask Me	-	4,961	-	4,961
	<u>208,005</u>	<u>38,072</u>	<u>-</u>	<u>246,077</u>
<b>TOTAL FUNDS</b>	<u>361,943</u>	<u>67,036</u>	<u>-</u>	<u>428,979</u>

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	175,390	(147,704)	27,686
Donations and interest	29,248	(20,381)	8,867
HR Fund	-	(734)	(734)
Womens activities	1,526	(5,789)	(4,263)
Case Management System	-	(2,592)	(2,592)
	<u>206,164</u>	<u>(177,200)</u>	<u>28,964</u>
<b>Restricted funds</b>			
Children's move on fund	97,001	(52,809)	44,192
Playscheme	5,001	(5,001)	-
Outreach project	159,000	(159,000)	-
Improvement Fund	(1)	(11,080)	(11,081)
Ask Me	103,053	(98,092)	4,961
Refuge Support Fund	103,621	(103,621)	-
	<u>467,675</u>	<u>(429,603)</u>	<u>38,072</u>
<b>TOTAL FUNDS</b>	<u>673,839</u>	<u>(606,803)</u>	<u>67,036</u>

Cambridge Women's Aid

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

17. MOVEMENT IN FUNDS - continued

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

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	94,597	40,291	(20,000)	114,888
Donations and interest	39,459	117,205	(115,000)	41,664
HR Fund	521	(734)	1,000	787
Womens activities	12,304	(4,263)	-	8,041
Refuge Children's Fund	3,809	(650)	-	3,159
Case Management System	3,248	(5,184)	4,000	2,064
Development fund	-	-	130,000	130,000
	<u>153,938</u>	<u>146,665</u>	-	<u>300,603</u>
<b>Restricted funds</b>				
Children's move on fund	187,134	88,031	-	275,165
Consulting Service Users	2,310	(500)	-	1,810
Improvement Fund	18,561	(11,351)	-	7,210
Ask Me	-	3,007	-	3,007
The Linney Fun Fund	-	10,000	-	10,000
	<u>208,005</u>	<u>89,187</u>	-	<u>297,192</u>
<b>TOTAL FUNDS</b>	<u><u>361,943</u></u>	<u><u>235,852</u></u>	-	<u><u>597,795</u></u>

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2021

#### 17. 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	355,529	(315,238)	40,291
Donations and interest	157,784	(40,579)	117,205
HR Fund	-	(734)	(734)
Womens activities	1,526	(5,789)	(4,263)
Refuge Children's Fund	-	(650)	(650)
Case Management System	-	(5,184)	(5,184)
	<u>514,839</u>	<u>(368,174)</u>	<u>146,665</u>
<b>Restricted funds</b>			
Children's move on fund	189,002	(100,971)	88,031
Playscheme	10,000	(10,000)	-
Consulting Service Users	-	(500)	(500)
Outreach project	287,449	(287,449)	-
Improvement Fund	799	(12,150)	(11,351)
Ask Me	103,053	(100,046)	3,007
Refuge Support Fund	207,242	(207,242)	-
The Linney Fun Fund	10,000	-	10,000
Covid-19 Relief Funding - Cambridgeshire Police and Crime Commissioner	44,697	(44,697)	-
Covid-19 Relief Funding - Ministry of Housing	37,127	(37,127)	-
Covid-19 Relief Funding - Cambridgeshire Community Foundation	2,800	(2,800)	-
	<u>892,169</u>	<u>(802,982)</u>	<u>89,187</u>
<b>TOTAL FUNDS</b>	<u><u>1,407,008</u></u>	<u><u>(1,171,156)</u></u>	<u><u>235,852</u></u>

#### **Purposes of General Funds**

The charity has a policy of spending any general donations received in any year, for the direct benefit of the charities beneficiaries. The general fund represents the free funds of the charity which are not designated for particular purposes.

#### **Purposes of Restricted Funds**

##### **Children's Move On Fund**

The fund has been provided by a supporter of Cambridge Women's Aid to ensure that children's basic needs are met when they move out of refuge and into their new home. The fund also aims to extend the support offered by the charity to children affected by domestic abuse.

##### **Playscheme**

The charity receives funding from Cambridge City Council to provide a holiday playscheme for children living in the refuge

##### **Consulting service users**

The fund is to support the involvement of service users in the processes and development of the organisation.

##### **Outreach Fund**

## Cambridge Women's Aid

### Notes to the Financial Statements - continued for the Year Ended 31 March 2021

#### 17. MOVEMENT IN FUNDS - continued

The charity receives funding from Cambridge City Council, Cambridgeshire County Council and South Cambridgeshire District Council to provide an Outreach Project to support women with domestic abuse issues living in Cambridge and the surrounding villages

##### **Improvement Fund**

This fund comes from the Department of Communities and Local Government to strengthen refuge provision in Cambridge

##### **Ask Me**

The Ask Me project aims to equip community members with an understanding of domestic abuse and how to respond.

##### **Refuge Support Fund**

The Refuge Support Fund is restricted income from a contract the charity has with Cambridgeshire County Council to provide specialist support to the women living in the refuge.

##### **The Linney Fund Fund**

Provided by a supporter in the financial year 2020/21 to ensure that the women and children using our services have access to funding for fun activities and days out.

##### **COVID-19 Relief Funding**

There are three separate funds provided in the financial year 2020/21.

Cambridgeshire Police and Crime Commissioner, funding to support the charity to cover additional costs of providing support in our communities.

Ministry of Housing, Communities and Local Government, funding to support the charity to cover additional costs of providing safe refuge support.

Cambridgeshire Community Funding, funding to enable the charity to provide beneficiaries in the refuge with enhanced wifi provision and tablets for internet access.

#### **Purposes of Designated Funds**

##### **Activities Fund**

The fund is established to ensure that CWA can continue to offer women using CWA services a wide range of activities over the coming years.

##### **Donations and interest**

The fund is to support service users.

##### **HR Consultancy**

This fund was established to ensure that the organisation could access specialist HR advice whenever necessary

##### **Minibus Fund**

The fund spreads the cost of the charity's minibus across a number of years accounts.

##### **Office Equipment**

The fund is to set aside resources for future capital replacement

##### **Case Management System Fund**

The fund is set aside to cover the costs of the charity's Case Management System up to March 2020

##### **Development Fund**

**Cambridge Women's Aid**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**17. MOVEMENT IN FUNDS - continued**

The fund, established in 2019/20 is set aside to invest in additional staff time and other costs to develop new projects and new ways of working for the charity.

**Transfers between funds**

The following transfers have been made during the year:-

Transfers were made from general funds to the unrestricted funds, HR consultancy, case management system fund and the development fund in accordance with the trustees' assessment of needs.

**18. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.

**19. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES**

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.