

WELSH WOMEN'S AID

England & Wales · Charity number 1140962

Details

Status Registered

Legal form Charitable company

Company number [07483469](#)

Registered 2011-03-31

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

Contact

Address Pendragon House
Caxton Place
Pentwyn
Cardiff
CF23 8XE

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Website www.welshwomensaid.org.uk

Activities

Objects: THE OBJECT FOR WHICH THE CHARITY IS ESTABLISHED IS FOR THE BENEFIT OF THE COMMUNITY TO PROMOTE THE RELIEF OF DISTRESS AND SUFFERING EXPERIENCED BY, IN PARTICULAR BUT NOT EXCLUSIVELY, ANY WOMEN OR HER CHILDREN FROM DIFFERING SOCIAL GROUPS WHO HAVE OR ARE EXPERIENCING DOMESTIC ABUSE AND ALL OTHER FORMS OF 'VIOLENCE AGAINST WOMEN', INCLUDING THE WIDER SOCIAL AND ECONOMIC IMPACTS.

Activities: We represent and campaign for our member services across Wales who provide frontline support to survivors of all forms of violence against women & girls-Delivery of the Live Fear Free Helpline, providing first contact advice and signposting to ongoing support such as refuge and advocacy-Training-Campaigning and consultancy on relevant policy-Community engagement and fundraising

Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Accommodation/housing, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,192,752	£3,153,324	£915,183	47
2024-03-31	£3,349,119	£3,604,818	£875,755	59
2023-03-31	£3,302,565	£3,319,421	£1,131,454	63
2022-03-31	£3,145,543	£3,087,975	£1,148,310	56
2021-03-31	£3,043,654	£2,910,459	£1,090,742	51

Trustees

Name	Role	Appointed
Julie McCarthy	Chair	2023-05-16
Dr Suzanne Sarjeant		2023-06-09
Michelle Pooley		2023-06-26
Nicola Rae Danson		2022-03-09
Patricia Diaz-Rhys		2025-12-01
Patricia Louise Sadler-McGrath		2022-11-10
Professor Fiona Vera Gray		2025-12-01
Shawni Singh		2025-12-01
Treena Davies		2025-12-01
Victoria Friis		2021-11-26

WELSH WOMEN'S AID

England & Wales - Charity number 1140962

Accounts

COMPANY REGISTRATION NUMBER: 07483469
CHARITY REGISTRATION NUMBER: 1140962

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
31 March 2025

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

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Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name Welsh Women's Aid

Charity registration number 1140962

Company registration number 07483469

Principal office and registered office Pendragon House
Caxton Place
Cardiff
CF23 8XE

The trustees

J McCarthy - Chair
H Kell - Deputy Chair/ Treasurer
R Christmas
N Danson
V M Friis
K Palmer
M Pooley
T Sadler-McGrath
S Sarjeant
K-L Doyle (stepped down January 2025)

Auditor Jonathan Rhodes BSc BFP FCA
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Bankers Unity Trust Bank Plc
Nine Brindleyplace
Birmingham
B1 2HB

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Governing document

Welsh Women's Aid is governed by a Memorandum and Articles of Association and was incorporated in January 2011. Welsh Women's Aid was registered as a charity in March 2011.

As a registered charity and a Company Limited by Guarantee, Welsh Women's Aid is required to report annually to both the Charity Commission and Companies House. In the event of the organisation winding up, its members are required to contribute an amount not exceeding £1. Welsh Women's Aid's current governing document was updated in December 2013.

Recruitment and Appointment of Trustees

The Directors of the company are also the charity trustees.

All Trustees are recruited in line with Welsh Women's Aid Trustee Recruitment and Selection Policy and procedural framework. The Board is able to decide how many vacancies there are subject to the maximum of twelve persons and minimum of three persons. At up to four Trustees should be recruited from Welsh Women's Aid membership of specialist services.

All Trustees are appointed for the skills and experience that they bring and their ability to assist Welsh Women's Aid in meeting its charitable objects. Candidates for all Trustee positions are interviewed, references are sought, and the recruitment panel recommendations are agreed by the Board. Trustees are confirmed at the AGM.

All terms of office are for a period of 3 years. Trustees who serve a three-year term are eligible for re-appointment for one additional term.

Trustees have the power to co-opt additional board members, who must retire at the next AGM but may stand for re-election as a Trustee. When considering co-opting members, the Board has regard to the requirement for any specialist skills and knowledge, such as fundraising/funding, HR, understanding of domestic abuse and other forms of violence against women, children and young people.

Board of Trustees induction and training

All new Trustees are provided with Welsh Women's Aid's Memorandum and Articles, Governance Policy which sets out their roles and responsibilities, a copy of 'The Essential Trustee' provided by the Charity Commission, and are invited to discuss any queries with the Chair.

New members of the Board undergo a comprehensive induction programme to brief them on the work of Welsh Women's Aid, the history of the women's aid movement, their legal obligations as Trustees, the Board's decision making processes, the functioning and structure of services, the business plan and recent financial performance. During induction, new Trustees meet key employees and other Trustees. The Board is encouraged to participate in internal and external training events which will further their skills and knowledge in undertaking their roles. A skills audit is undertaken every two years to ensure that the Board has the right mix of skills and experience and the information to determine whether they need to recruit appropriately skilled external members.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Going Concern Assessment

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

The Board of Trustees meets quarterly and is supported by Sub-Groups, which were reviewed and the terms of reference updated during the year. The Sub-Groups are Audit, HR and Engagement which assists the decision making process by exploring risks and options in detail and scrutinising the quarterly reports prior to full Board meetings and, where appropriate, making recommendations to the Board. The Audit Sub-Group maintains oversight of the risk management process, finance and fundraising. Sub-Groups do not have decision making powers; they are a recommending body only.

Internal controls are made more robust by the existence of procedures for the authorisation of all transactions. Procedures are in place to ensure compliance with the Health and Safety of staff, Trustees, volunteers, clients and visitors to the organisation. These controls and procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Board. All significant new initiatives, major commitments and investment projects are subject to formal approval by the Board.

During 2024/25 no critical strategic risks were identified. We continue to work with services, key stakeholders and funders to address the increase in demand for access to specialist services which continues to rise.

Organisational Structure and Management

The responsibility for the day to day management and delivery of services to meet the charity's objects is delegated to the Chief Executive Officer (CEO) and Senior Management Team (SMT).

The SMT shares the responsibility for reporting to the Board with the CEO, in relation to the management and implementation of the organisation's strategy, its priorities, progress reports on its operational plan, its financial position and risk management procedures. Each member of the SMT is responsible for elements of the Strategic Delivery Plan.

Welsh Women's Aid staff remuneration is based on the evaluation of appointed roles. Application of cost of living pay increases are subject to funding and approval by trustees.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities

The Welsh Women's Aid charitable objects are for the benefit of the community:

To promote the relief of distress and suffering experienced by, in particular but not exclusively, any women or her children from differing social groups who have or are experiencing domestic abuse and all other forms of 'violence against women', including the wider social and economic impacts.

Welsh Women's Aid is a national violence against women, domestic abuse and sexual violence (VAWDASV) membership organisation, with over 45 years of experience in campaigning, shaping and influencing policy to be prioritised by government. Welsh Women's Aid represents and supports a federation of local independent charities delivering specialist violence against women, domestic abuse and sexual violence services in Wales, as part of a UK network of provision. Welsh Women's Aid works to achieve improvements in national policy and practice for the benefit of members of the women's aid movement and others working in this area, and most importantly, their primary service users: women, children and young people experiencing domestic abuse, sexual violence and other forms of violence against women.

Our 5 Year Strategy 2024-29 Achieving Lasting Change, sets out our vision, mission, values and planned activities in more detail.

Our Vision: A world in which women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so achieve independence, freedom and liberation from oppression.

Our Values:

We are feminist and value diversity of lived experiences - we amplify diverse voices, recognise that different identities and life experiences impact on individuals' experiences of abuse, as well as access to support, safety and justice.

We advocate ending male violence against women and girls - we recognise and challenge the multiple oppressions of sexism, racism, classism, homophobia, ageism, transphobia that stand in the way of achieving social justice.

We promote integrity: we are accountable, and place survivors' voices and their lived experiences at the centre of our work. We encourage respect, transparency and learning from experience, we challenge misuse of power and promote social responsibility in all we do.

We collaborate: We work with survivors, specialist services, other organisations, individuals and communities, to capacity-build services and to evidence and deliver what works in preventing all forms of violence against women and girls.

We empower: We advocate a rights-based approach so that all women and children can achieve their full potential, and we promote services led by and for women/minoritised groups as being vital to meeting needs and to achieving social, economic and political liberation from patriarchy, racism, and other oppressions.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities *(continued)*

We transform: We are committed to challenging inequalities and discrimination, to combining high-quality services with activism for social change, and building a movement that ends violence against women and girls and liberates women and girls from multiple and intersecting oppressions to benefit everyone.

Our Strategic Ambitions

1. Preventing violence against women, domestic abuse and sexual violence from happening in the first place. Tackling the root causes of VAWDASV requires working with individuals, families, communities, and organisations to foster a culture of equality and respect.:

Primary Prevention aims to stop violence before it occurs. Changing attitudes and behaviour and/or building the knowledge and skills of individuals. Challenging and reforming structures, practices, and social norms present within relationships, communities, organisations / institutions and society more broadly.

Secondary Prevention targets early signs of perpetration or experiencing VAWDASV. Changing attitudes and behaviours of individuals. Increasing the skills of individuals and groups.

Tertiary Prevention includes protection and support following the occurrence of VAWDASV. Needs-based, strengths-based trauma informed support. Responding and preventing reoccurrence, escalation and harmful consequences.

2. Influencing Change - Driving innovation and influencing systems change to end all forms of violence against women, domestic abuse and sexual violence.
3. Enabling our membership to deliver a sustainable, effective and intersectional response to VAWDASV. To support our members we will focus our attention on being a trusted, enabling and go-to organisation.
4. Leading collaboration - Preventing VAWDASV and ensuring that victims and survivors of abuse receive timely and appropriate services to aid recovery requires significant coordination and collaboration. No one can do this alone. We will use our national position to better align existing action, drive new partnerships and create a clear call to action where there are gaps to ensure the fight to end VAWDASV is achieved.

ENSURING OUR WORK DELIVERS OUR AIMS

All staff and Trustees are active in reviewing progress and achievements on a monthly and quarterly basis, as well as reviewing delivery against strategic ambitions on an annual basis.

A robust review process helps Welsh Women's Aid to ensure aims, ambitions and activities remain focused on charity objects, in accordance with charity commission guidance. The trustees set a list of key performance indicators against which progress is assessed at a strategic level against the Welsh Women's Aid strategic objectives allowing scrutiny and corrective action to be taken where necessary.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

REVIEW OF ACTIVITIES AND HOW WE DELIVER PUBLIC BENEFIT

Progress and achievements in 2024/25

The impact of the cost-of-living crisis continued to bite in 2024/25 inflicting severe economic pressure on survivors and specialist services alike, restricting access to help and support for victims and survivors of violence against women, domestic abuse and sexual violence. The sector has had to adapt to the conditions and find new ways to provide life-saving services whilst experiencing increased costs and recruitment and retention issues.

As with many organisations our operations continued to be delivered online with staff working from home as part of a hybrid working arrangement. We continued to focus resources on engagement with government and statutory services, promotion of specialist services to survivors and the wider public, produced resources for our members, the wider VAWDASV sector and bystanders and raised awareness of the impact on people subject to gender-based violence and the need for increased funding for the sector in Wales.

We continued to use our influence in Wales, UK and internationally by engaging with local government, Welsh Government, Westminster and the European structures to talk about the importance of addressing violence against women and our approach through the Change that Lasts model. Our standing as a leading light on violence against women has increased and we have further developed Change that Lasts which provides a holistic approach to responding, supporting and preventing domestic abuse, sexual violence and all forms of violence against women, including response to perpetrators of abuse and specific resources for children and young people. We have supported our membership with capacity building support, our roll out of National Quality Service Standards, briefings and other bespoke support and advocacy.

Fundraising

During 2024/25, Welsh Women's Aid received donations totalling £59,469. Funds were raised from a wide range of supporters including first time donations, payroll giving and community fundraising. The cost of living crisis has reduced peoples' disposable income and ability to engage in fundraising activities resulting in a 8% decrease in donations compared to the previous year. Awareness raising and campaigning successfully increased our visibility in order to keep gender-based violence in the public discourse.

We successfully secured funding to continue existing service delivery, roll out our Change that Lasts approach and access to funding for our Membership. Although funding for training delivery had seen a significant reduction in the previous financial year, the position stabilised in 2024/25 and the Training Department achieved an overall surplus in the year.

Data protection:

In 2024/25 we maintained the high standards of data protection and compliance with the GDPR legislation achieved in the previous year. To that end all staff have received up-to-date GDPR refresher training.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Ambition 1 Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

Awareness raising and communications (Including media, social media and campaigns.)

Welsh Women's Aid delivered a number of events, campaigns and media interactions throughout the year signposting to support through the Live Fear Free Helpline and specialist services. Our Pride campaign combined social media content, website content, press engagement, events and in-person engagement highlighting the experiences of those from the LGBTQ+ community and the additional barriers that they may experience when reaching out for support. Attendance at Pride Cymru was a very successful engagement opportunity, and we were able to speak to hundreds of people about the work of Welsh Women's Aid, the Live Fear Free Helpline, and specialist services.

16 Days of Activism Against Gender-based Violence highlighted topics including the State of the Sector report, how to take action on violence against women and girls and centring survivor voices, social media posts regarding adult sexual exploitation were produced and shared, including a video discussing what adult sexual exploitation is, and how survivors can access support.

We also highlighted our work with S4C on social media and ensured that signposting took place over Christmas.

As part of the Sexual Violence Awareness Week, WWA published a blog post examining the Gisele Pelicot case, highlighting the pervasive issues of shame and victim-blaming often faced by survivors of sexual violence. We conducted a focused campaign on Child Sexual Abuse and Exploitation (CSAE), disseminating key statistics and information while signposting audiences to available support services. We emphasised the need for responsible and trauma-informed journalism in reporting on sexual violence, challenging harmful myths and stereotypes.

A key aspect of our communications strategy included amplifying the voices and experiences of women involved in selling and exchanging sex. This group often experiences high levels of sexual violence but remains marginalised in mainstream discourse. As part of this focus, we re-shared our "Let's Talk About Adult Sexual Exploitation" video across our social media platforms, which explains adult sexual exploitation and provides guidance on how to seek support.

An event for children and young people with over 110 members of the public explored the prevalence of VAWDASV in Wales for through the lens of children's rights with, CAF/CASS Cymru, children's services and three specialist services.

Social media activity across various platforms throughout 2024/25 produced 719 posts, 225,000 views and 1127 new followers.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Media Engagement

Welsh Women's Aid contributed to multiple stories including: engaging with ITV on the housing crisis, interview with BBC Wales on our Live Fear Free Helpline 20th anniversary, ITV Wales on the big challenges facing policing ahead of the PCC elections and stronger protection for harassment and stalking survivors and the VAWG policing report. We also contributed to a BBC Radio Wales story on public sexual harassment and stalking. Survivors took part in ITV Interviews into the impact of perpetrators using pets or animals as a form of abuse.

We worked with S4C/ITV Wales on Pobl Y Cwm project which depicted coercive control and domestic abuse. We had joint projects with SC4 on social media during period the story was on TV.

We also contributed to UK media stories including Crimewatch, BBC Radio 4 Woman's Hour and LBC.

We have also supported Student Journalist requests, where capacity has allowed, with the aim of ensuring that future journalists work in a trauma-informed way and take an interest in VAWDASV.

Ambition 2 Influencing Change - Driving innovation and influencing systems change to end all forms of violence against women, domestic abuse and sexual violence.

Developing and promoting expertise and expert toolkits and resources:

Resources provided during the year included anti-racism strategies and policies, NRPF materials and a toolkit for the LFF Helpline and Members. The RESPECT manifesto and resources were shared with members through our newsletter and key leads. Furthermore, we disseminated details of the Project ddi/ᐃᐃᐃᐃ Conference on Domestic Violence, Religion, and Migration, the Violence Prevention Unit's "Engaging Men and Boys in Violence Prevention Toolkit, the Home Offices Flexible Fund, Lunchtime Launch: Experiences of Justice in Wales (Immigration and Asylum Justice) training opportunity to our members. We provided resources to our Members to improve the Family Court experience for survivors which is a particular area of concern.

Development and delivery of training:

Despite the challenges faced by the training team following the restructuring process in 2023/24 we continued to deliver a variety of scheduled training events. Learners participated in various courses, including STAR (63 staff trained), Understanding Children and Young People Experiences of VAWDASV, Understanding experiences and effects of VAWDASV on deaf survivors to public sector practitioners, Understanding Domestic Abuse and Coercive Control, and Advocating for Survivors in the Family Court,

Learners continue to provide positive feedback, notably saying that the training exceeded their expectations. They noted a considerable increase in confidence to apply the knowledge in practice post-training.

We also compiled two STAR refresher webinars, which have now been uploaded to Moodle where all STAR resources are available.

The VAWDASV National Training Framework is funded by Welsh Government and Welsh Women's Aid delivers the Ask and Act and Strategic Leadership contracts.

In 2024/25 we secured 1 contract for delivery of the Police Domestic Abuse Matters Training Programme to an English Police Force. The contract was delivered in partnership with Women's Aid England.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

The Home Office has provided funding for Children Affected by Domestic Abuse in Wales. The funding was secured in 2023/24 and enables 14 of our Member Services to deliver interventions for children and Young People across Wales to the end of March 2026. As part of this project Welsh Women's Aid delivers the Change that Lasts Ask Me for Children and Young People which is a community prevention and activism session. During 2024/25 643 children and young people benefitted from the Ask Me Scheme.

Ambition 3 Enabling our membership to deliver a sustainable, effective and intersectional response to VAWDASV.

Throughout the year we provided support to our Specialist Service Members. We provided useful updates across several key themes such as housing, No Recourse to Public Funds, supporting children and young people and adult sexual exploitation. We also sent out fortnightly newsletters across the year and provided engagement with our key leads to provide bespoke support to our Members.

We collated data from our Membership to inform our annual sector statistics report which feeds into our awareness-raising, policy and funding work.

We delivered Practice Development Session focused on Refugee and Asylum Awareness, Project Titanium, No Recourse to Public Funds and Housing, Supporting children and young people from BME groups, Responding to Tech Abuse, Own my Life Intervention, Economic Abuse, How Trauma Effects Brain Development, to name a few themes.

We produced an activism pack which has templates to increase engagement with political representatives.

We completed a survey with members of the Survivor Network and the Ask Me Community to find out their views on planned empowerment and engagement events to ensuring that activities fit the needs and expectations of target audiences.

We provide support to our Membership to access additional funding. Support includes:

- Continuing provision of a fortnightly funding opportunities update report.
- Responding to specific queries around funders/funding.
- Sharing information around offers of gifts in kind.
- Hosting the quarterly fundraising network.
- Bespoke advice on specific project funding.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

National Quality Services Standards for Domestic Abuse:

Welsh Women's Aid provides the NQSS for Wales including site visits, assessment panels mid-point reviews and evidence submission. Our Members have access to a dedicated website which includes useful policy templates, induction information and capacity building resources.

During 2024/25 we reviewed the process to streamline and improve the experience for our Members including realigning the renewal dates and mid-point assessments.

3 Members who successfully achieve NQSS receive confirmation and certificate via email after the panel and they are recognised at the AGM.

Live Fear Free Helpline:

Welsh Women's Aid delivers the LFF Helpline funded by Welsh Government. The Helpline had 27975 contacts in the year with a strike rate in excess of 93% (target rate 90%). We continued quarterly safeguarding and data protection meetings to ensure consistent and robust practices. Helpline Advocates deal with Safeguarding referrals, referrals to MARAC and crisis calls where immediate intervention by the emergency services are required.

The Helpline has active partnership arrangements with several organisations to improve access to support and advice including South Wales Police, Wales Ambulance Service, Citizen's Advice, and multiple public sector services across Wales.

Ambition 4 Leading collaboration - Preventing VAWDASV and ensuring that victims and survivors of abuse receive timely and appropriate services to aid recovery requires significant coordination and collaboration. No one can do this alone. We will use our national position to better align existing action, drive new partnerships and create a clear call to action where there are gaps to ensure the right to end VAWDASV is achieved.

National strategic leadership and collaboration nationally, regionally, and locally, and representing network of specialist services views to Government and other stakeholders:

WWA continues to provide strategic engagement at a Wales and UK level, to provide representation for specialist services and survivors. To deliver our representative role, we coordinate and lead regional provider forums and members meetings to keep service providers informed and facilitate their engagement in strategic boards at a regional and national level.

We provide secretariat for the All-Wales Operational Group on Sexually Exploited Women. This is chaired by the National VAWDASV Adviser. Relevant policy and news updates were shared. A read out was produced and shared with a number of key partners including MPs, the APPG on commercial sexual exploitation and regional VAWDASV boards.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

WWA has represented specialist service and survivors' views at a range of VAWDASV/VAWG strategic oversight groups and meetings, including:

- Domestic Abuse Commissioner UK monthly call
- UK VAWG Sector calls
- UK VAWG Communications calls
- Home Office VAWG Stakeholder group
- Home Office Domestic Abuse strategy meeting
- CPS external reference group
- Police DA Stakeholder Group
- Rape Review Steering Group
- Ministerial Advisory Forum on Aging
- VAWDASV Blueprint meetings & associated task and finish groups
- Regional VAWDASV Collaborative Boards
- DA Commissioner Advisory Board
- Single Unified Safeguarding Review
- CPS and NPCC Joint Justice Plan meetings
- Domestic Abuse Intervention Steering Group
- DAPO Sector Reference group

Significant resources are dedicated to contributing to the Wales VAWDASV Blueprint Workstreams which are co-ordinated by Welsh Government. Welsh Women's Aid provides specialist representation and expertise at all of the workstreams and at the national programme board level.

Community Engagement/Organisational Support

WWA has continued to collaborate with local and national community groups to influence public activities related to the prevention and response to gender-based violence in society. Examples include the National Eisteddfod, Ask Me sessions across Wales, engagement with Mother's Union and Women's Institute.

Ask Me sessions were delivered to 63 new community members in 2024/25.

The Ask Me Community microsite has a bank of resources ready to be uploaded for the Ask Me community. This includes resources on activism, anti-racism, children and young people, feminism, intersectional, sector-related, and self-care.

Ask Me for Children and Young People' programme was delivered to 643 children and young people across Wales, themes included Bystander, Online Safety and, Respectful Relationships. We held consultation sessions with children and young people on peer-to-peer abuse.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Facilitation of a Survivor Network & involving members in the shaping of policies, services and plans

- Survivors sit on the NQSS Panel.
- Consultations with the network happened in the development next 5-year strategy and for those who couldn't attend in person a survey went out to gain a greater understanding.
- Survivors attended the Plenary Debate on the Public Health Approach to Gender Based Abuse, committed to developing further preventative measures throughout the next year with the findings.
- Began research on Coercive control via Cyber. Completed a 3rd sector interview and 6 Survivors completed interviews.
- Engaged with the Deaf Community Officer to update the Disability Toolkit and add a series of interviews on the survivor part of the website.
- Shared the Meaningful Engagement and Role template with member service, supported their newly appointed Survivor Engagement Officer and have agreed ongoing support including shadowing opportunities during consultations and recruitment interviews.
- Peer Support Swansea continues to grow with 6 new attendees in this quarter.

Four Federations Update

The four federations (Welsh Women's Aid, Scottish Women's Aid, Women's Aid Federation Northern Ireland and Women's Aid Federation England) CEOs met throughout 2024/25. The Women's Aid Public Policy Conference was held on the day after the general election was called. At the event the CEOs of all 4 federations as well as the co-directors of Imkaan held a panel session exploring the needs of the women's sector at this critical time.

Routes to support (RtS), the UK wide database of DVA service provision administered by WAFE in collaboration with all Feds is currently reviewing the scope of services captured.

Across the UK specialist services use a bespoke database called Oasis, developed specifically for member services, within this database is the ability to draw aggregate data from across a country or region. We are currently working with the developer to facilitate this, with a planned next step of drawing together shared data from across the UK to evidence need and demand for specialist support, this will enhance our shared voice.

In addition to CEO meetings there are also regular scheduled meetings between membership teams, public affairs teams, and helpline teams.

Intersectionality and Inclusion:

Welsh Women's Aid has continued its internal Intersectional Action Group throughout 2024/25, aiming to address intersectional barriers in the VAWDASV sector, particularly those that impact individuals facing multiple disadvantages. The group continues to scrutinise internal procedures and policies, and work to maintain a collaborative Glossary of Terms.

Specific intersectional and equality work in 2024/25 included Sexually Exploited Women, Deaf Community engagement and deaf-inclusive materials, LGBT* Pride celebrations, preparation for Disability Wales Accreditation and delivery of cultural competence sessions to staff. Signlive service has been implemented at the Live Fear Helpline and Language Line is used for other language needs.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

In 2024/25 the organisation had an in-year surplus of £39,428. Restricted funds decreased by £7,464. As at 31 March 2025 the charity reported retained funds of £915,183 Represented by; £568,709 of unrestricted funds and £346,474 of restricted funds.

Due to the reduction in a key project funding in 2025/26, redundancy costs incurred amounted to £11,550.

The reported surplus in year is due to a better than expected income generation for Training activities.

The majority of the organisation's income is grant funded and we recognise the need to build a suitable level of reserves to meet the needs of the charity. We have a Reserves Policy which assesses the level of unrestricted reserves required to meet costs of closure, foreseeable exceptional expenditure and temporary reductions in funding. The current level of unrestricted reserves are adequate to meet the Reserves Policy.

The Welsh Government is the principal funder providing 39% of the charity's income for continuing operations. The remaining income is from a variety of sources including donations, member subscriptions, foundations and other public sector bodies.

We'd like to take this opportunity to thank our funders, members, donors and organisational supporters for the contributions they make to the important work we do with particular recognition to the survivors, community members and allies without whom our objective of eradicating violence against women in all its forms, would not be possible.

Trustees set the 2025/26 Budget in June 2025 which reflected an in year deficit of £38,078 on the understanding that mitigating action would be taken throughout the year to bring the closing position as close to breakeven as possible. These actions include redesign of business support functions to take advantage of technology to streamline systems, remove duplication and align synergies in operational delivery across WWA Departments. This will enable the staff establishment to be reduced as vacancies occur.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Plans for future periods 25/26

2024/25 was the first year of our 5 Year Strategy - Achieving Lasting Change. We will continue with our work to promote the social and cultural change needed to end violence against women, domestic abuse and sexual violence, that unites us with our funders, supporters, and the communities we serve. Our national federation has a shared vision, value-base and approach, and investment into a federated structure provides the combined impact of individual charities with the benefit of collective impact, resilience and strength as a movement. Together, we provide a strong, well-developed and cohesive programme of local, regional and national work that benefits survivors and creates a safer, healthier, more equal and violence-free future for everyone.

Our Strategy and delivery align with the Well-being of Future Generations framework in Wales by adopting a long-term approach that focuses on prevention, prioritising collaboration and integration, and centring the involvement of survivors, members, services and stakeholders.

In 2025/26 our work will continue to focus on our strategic priorities:

1. Preventing violence against women, domestic abuse and sexual violence from happening in the first place. Tackling the root causes of VAWDASV requires working with individuals, families, communities, and organisations to foster a culture of equality and respect.:
2. Influencing Change - Driving innovation and influencing systems change to end all forms of violence against women, domestic abuse and sexual violence.
3. Enabling our membership to deliver a sustainable, effective and intersectional response to VAWDASV. To support our members we will focus our attention on being a trusted, enabling and go-to organisation.
4. Leading collaboration - Preventing VAWDASV and ensuring that victims and survivors of abuse receive timely and appropriate services to aid recovery requires significant coordination and collaboration. No one can do this alone. We will use our national position to better align existing action, drive new partnerships and create a clear call to action where there are gaps to ensure the right to end VAWDASV is achieved.

Our priorities for 2025/26 will be to ensure:

That violence against women, domestic abuse and sexual violence remains a top priority for government during economic downturn, future surges in demand and any impact of cost of living increases or geopolitical impact.

Internally, we will also work to ensure our overall efficiency and effectiveness is improved considering the use of automation and AI functionality. Externally, we look for opportunities for innovation, support our Members to develop sustainable service delivery to survivors and strengthen our internal and external communications.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Plans for future periods *(continued)*

This will include, for example, providing member services with bespoke support and making sure that survivors get the help and support they need, through providing training, guidance and toolkits, that support professionals to provide effective and appropriate responses to survivors; and using our influence and networks to ensure survivors voices are heard and remain at the centre of any existing or developing interventions.

We will continue to support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Act including the Welsh Government VAWDASV Strategy and Blueprint for Change.

We will continue to campaign for a strong and effective VAWG Strategy for England and Wales following the Domestic Abuse Act 2020 and with our sister federations in the UK maintain pressure on the criminal justice system to better respond to allegations and prosecution of crimes related to violence against women and girls.

We will continue to monitor the risks related to leaving the EU and to ensure negative impacts are mitigated and prioritised by government and commissioners.

We will continue to advocate to ensure Wales's strategy, legislation and international convention requirements are delivered. We will be ensuring that the diverse interests and experiences of our member services and of survivors remain at the centre of any approach to improve practice and prevent violence and abuse to ensure that no woman is left behind.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Trustees' responsibilities statement

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

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

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report was approved on 27 November 2025 and signed on behalf of the board of trustees by:

Julie McCarthy

.....
J McCarthy - Chair



.....
H Kell - Treasurer

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid

Year ended 31 March 2025

Opinion

We have audited the financial statements of Welsh Women's Aid (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 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;
- 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 auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 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 charity'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.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2025

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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' exemptions from the requirement to prepare a strategic report.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2025

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2025

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2025

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2025

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

J Rhodes

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

27 November 2025

Welsh Women's Aid

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
Income and endowments	Note				
Donations and legacies	5	75,015	–	75,015	101,204
Charitable activities	6	88,920	2,963,577	3,052,497	3,158,472
Other trading activities	7	60,199	–	60,199	89,443
Investment income	8	5,041	–	5,041	–
Total income		<u>229,175</u>	<u>2,963,577</u>	<u>3,192,752</u>	<u>3,349,119</u>
Expenditure					
Expenditure on charitable activities	9,10	182,283	2,971,041	3,153,324	3,604,818
Total expenditure		<u>182,283</u>	<u>2,971,041</u>	<u>3,153,324</u>	<u>3,604,818</u>
Net income/(expenditure) and net movement in funds		<u>46,892</u>	<u>(7,464)</u>	<u>39,428</u>	<u>(255,699)</u>
Reconciliation of funds					
Total funds brought forward		521,817	353,938	875,755	1,131,454
Total funds carried forward		<u>568,709</u>	<u>346,474</u>	<u>915,183</u>	<u>875,755</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 26 to 44 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	17	337,554	344,919
Current assets			
Debtors	18	720,211	650,118
Cash at bank and in hand		482,709	620,073
		<u>1,202,920</u>	<u>1,270,191</u>
Creditors: amounts falling due within one year	19	<u>625,291</u>	<u>739,355</u>
Net current assets		<u>577,629</u>	<u>530,836</u>
Total assets less current liabilities		<u>915,183</u>	<u>875,755</u>
Net assets		<u>915,183</u>	<u>875,755</u>
Funds of the charity			
Restricted funds		346,474	353,938
Unrestricted funds		568,709	521,817
Total charity funds	22	<u>915,183</u>	<u>875,755</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 27 November 2025, and are signed on behalf of the board by:

Julie McCarthy

J McCarthy - Chair
Trustee



H Kell - Deputy Chair/ Treasurer
Trustee

The notes on pages 26 to 44 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income/(expenditure)	39,428	(255,699)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	15,914	28,350
Other interest receivable and similar income	(5,041)	–
Interest payable and similar charges	214	84
Accrued income	(21,837)	(34,820)
<i>Changes in:</i>		
Trade and other debtors	(70,093)	118,079
Trade and other creditors	(92,228)	(104,668)
Cash generated from operations	(133,643)	(248,674)
Interest paid	(214)	(84)
Interest received	5,041	–
Net cash used in operating activities	<u>(128,816)</u>	<u>(248,758)</u>
Cash flows from investing activities		
Purchase of tangible assets	(8,548)	(1,366)
Net cash used in investing activities	<u>(8,548)</u>	<u>(1,366)</u>
Net decrease in cash and cash equivalents	(137,364)	(250,124)
Cash and cash equivalents at beginning of year	620,073	870,197
Cash and cash equivalents at end of year	<u>482,709</u>	<u>620,073</u>

The notes on pages 26 to 44 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Pendragon House, Caxton Place, Cardiff, CF23 8XE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis. The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold Property	-	2% p.a. Straight Line basis
Equipment	-	25% p.a. Straight Line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 20 members of the company (2024: 20 members).

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations	59,469	–	59,469
Legacies	–	–	–
Memberships	15,546	–	15,546
	<u>75,015</u>	<u>–</u>	<u>75,015</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations	76,207	–	76,207
Legacies	10,000	–	10,000
Memberships	14,997	–	14,997
	<u>101,204</u>	<u>–</u>	<u>101,204</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Services as part of direct charitable activities	6,448	–	6,448
Training income	38,393	–	38,393
Apprenticeship scheme	–	–	–
Awards for All - Survivor Engagement	–	16,370	16,370
CAF Sector Resilience Project	–	–	–
Cheshire DA Matters training	–	19,206	19,206
Citizens Advice - Ask Me	–	19,500	19,500
Esmee Fairbairn Foundation Funding	44,079	–	44,079
Essex Police DA Matters	–	92,426	92,426
Home Office Children Affected by Domestic Abuse	–	1,027,534	1,027,534
Ministry of Justice ISVA IDVA	–	119,320	119,320
Moondance	–	–	–
PCC NW VAWDASV	–	19,000	19,000
Screwfix Grant	–	2,444	2,444
Sexual Violence Helpline	–	–	–
South Wales PCC Bystander Interventions	–	47,136	47,136
South Wales PCC Change that Lasts Project	–	281,877	281,877
South Wales PCC DA Matters	–	–	–
South Wales PCC Support	–	–	–
South Wales PCC Support and Female Offending Blueprint (TRN)	–	26,620	26,620
The Sam & Bella Sebba Charitable Foundation	–	41,439	41,439
VAWDASV Blueprint CYP -SSE	–	–	–
Waterloo Foundation Ask Me	–	16,101	16,101
Welsh Government - National Training Framework	–	19,068	19,068
Welsh Government Ask & Act Training	–	45,000	45,000
Welsh Government Grant - Capital Funding	–	4,326	4,326
Welsh Government Grant - Core Funding	–	640,229	640,229
Welsh Government Grant - Live Fear Free Helpline	–	525,981	525,981
	<u>88,920</u>	<u>2,963,577</u>	<u>3,052,497</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities <i>(continued)</i>	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Services as part of direct charitable activities	9,910	–	9,910
Training income	26,459	21,000	47,459
Apprenticeship scheme	–	4,999	4,999
Awards for All - Survivor Engagement	–	–	–
CAF Sector Resilience Project	–	179,335	179,335
Cheshire DA Matters training	–	29,682	29,682
Citizens Advice - Ask Me	–	–	–
Esmee Fairbairn Foundation Funding	38,376	–	38,376
Essex Police DA Matters	–	–	–
Home Office Children Affected by Domestic Abuse	–	1,016,912	1,016,912
Ministry of Justice ISVA IDVA	–	45,334	45,334
Moondance	–	30,204	30,204
PCC NW VAWDASV	–	–	–
Screwfix Grant	–	–	–
Sexual Violence Helpline	–	16,677	16,677
South Wales PCC Bystander Interventions	–	5,758	5,758
South Wales PCC Change that Lasts Project	–	314,257	314,257
South Wales PCC DA Matters	–	33,768	33,768
South Wales PCC Support	–	26,620	26,620
South Wales PCC Support and Female Offending Blueprint (TRN)	–	68,000	68,000
The Sam & Bella Sebba Charitable Foundation	–	18,561	18,561
VAWDASV Blueprint CYP -SSE	–	20,000	20,000
Waterloo Foundation Ask Me	–	32,190	32,190
Welsh Government - National Training Framework	–	18,882	18,882
Welsh Government Ask & Act Training	–	45,000	45,000
Welsh Government Grant - Capital Funding	–	–	–
Welsh Government Grant - Core Funding	–	640,231	640,231
Welsh Government Grant - Live Fear Free Helpline	–	516,317	516,317
	<u>74,745</u>	<u>3,083,727</u>	<u>3,158,472</u>
7. Other trading activities			
	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fundraising events	597	–	597
Room Hire	500	–	500
Secondment of staff	59,102	–	59,102
	<u>60,199</u>	<u>–</u>	<u>60,199</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fundraising events	–	–	–
Room Hire	240	–	240
Secondment of staff	89,203	–	89,203
	<u>89,443</u>	<u>–</u>	<u>89,443</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

8. Investment income

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Bank interest receivable	5,041	5,041	–	–

9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Core Services	107,910	582,450	690,360
Training - External	–	–	–
Awards for All - Survivor Engagement	–	15,739	15,739
CAF - Sector Resilience Project	–	–	–
Cheshire DA Matters training	–	16,648	16,648
Citizens Advice Bureaux - Ask Me	–	19,500	19,500
Esmee Fairbairn Foundation	44,079	–	44,079
Essex Police DA Matters	–	92,426	92,426
Home Office Children Affected by Domestic Abuse	–	1,017,963	1,017,963
MOJ ISVA IDVA	–	115,031	115,031
Moondance Foundation	–	–	–
PCC NW VAWDASV	–	19,000	19,000
Rape Crisis Sexual Violence Helpline	–	–	–
Screwfix Grant	–	2,444	2,444
South Wales PCC Bystander Interventions	–	41,126	41,126
South Wales PCC Change that lasts project	–	256,506	256,506
South Wales PCC DA Matters	–	–	–
South Wales PCC Support and Female Offending Blueprint	–	25,320	25,320
SWPCC Training delivery	–	–	–
The Sam & Bella Sebba Foundation	–	33,522	33,522
VAWDASV Blueprint CYP SSE	–	–	–
Waterloo Foundation	–	14,447	14,447
Welsh Government Ask & Act Training	–	39,459	39,459
Welsh Government Live Fear Free Helpline	–	454,448	454,448
Welsh Government National Training framework	–	16,588	16,588
Support costs	30,294	208,424	238,718
	<u>182,283</u>	<u>2,971,041</u>	<u>3,153,324</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Core Services	251,666	568,998	820,664
Training - External	207,563	–	207,563
Awards for All - Survivor Engagement	–	–	–
CAF - Sector Resilience Project	–	168,256	168,256
Cheshire DA Matters training	–	25,682	25,682
Citizens Advice Bureaux - Ask Me	–	–	–
Esmee Fairbairn Foundation	38,376	–	38,376
Essex Police DA Matters	–	–	–
Home Office Children Affected by Domestic Abuse	–	1,006,153	1,006,153
MOJ ISVA IDVA	–	45,334	45,334
Moondance Foundation	–	29,500	29,500
PCC NW VAWDASV	–	–	–
Rape Crisis Sexual Violence Helpline	–	15,590	15,590
Screwfix Grant	–	–	–
South Wales PCC Bystander Interventions	–	5,628	5,628
South Wales PCC Change that lasts project	–	288,815	288,815
South Wales PCC DA Matters	–	30,454	30,454
South Wales PCC Support and Female Offending Blueprint	–	88,620	88,620
SWPCC Training delivery	–	21,000	21,000
The Sam & Bella Sebba Foundation	–	6,168	6,168
VAWDASV Blueprint CYP SSE	–	20,000	20,000
Waterloo Foundation	–	27,109	27,109
Welsh Government - Ask & Act Training	–	38,687	38,687
Welsh Government - Live Fear Free Helpline	–	451,340	451,340
Welsh Government - National Training framework	–	16,740	16,740
Support costs	33,469	219,670	253,139
	<u>531,074</u>	<u>3,073,744</u>	<u>3,604,818</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2025 £	Total fund 2024 £
Core Services	690,110	250	92,393	782,753	920,393
Training - External	–	–	6,851	6,851	217,534
Awards for All - Survivor Engagement	15,739	–	631	16,370	–
CAF - Sector Resilience Project	–	–	–	–	179,335
Cheshire DA Matters training	16,648	–	2,558	19,206	29,682
Citizens Advice Bureaux - Ask Me	19,500	–	–	19,500	–
Esmee Fairbairn Foundation	44,079	–	–	44,079	38,376
Essex Police DA Matters	92,426	–	–	92,426	–
Home Office Children Affected by Domestic Abuse	99,726	918,237	9,571	1,027,534	1,016,912
MOJ ISVA IDVA	115,031	–	4,289	119,320	45,334
Moondance Foundation	–	–	–	–	30,204
PCC NW VAWDASV	19,000	–	–	19,000	–
Rape Crisis Sexual Violence Helpline	–	–	–	–	16,678
Screwfix Grant	2,444	–	–	2,444	–
South Wales PCC Bystander Interventions	41,126	–	6,010	47,136	5,758
South Wales PCC Change that lasts project	182,060	74,446	25,871	282,377	314,257
South Wales PCC DA Matters	–	–	–	–	33,768
South Wales PCC Support and Female Offending Blueprint	25,320	–	1,300	26,620	94,620
SWPCC Training delivery	–	–	–	–	21,000
The Sam & Bella Sebba Foundation	33,522	–	7,915	41,437	8,578
VAWDASV Blueprint CYP SSE	–	–	–	–	20,000
Waterloo Foundation	14,447	–	1,654	16,101	32,190
Welsh Government - Ask & Act Training	39,459	–	5,541	45,000	45,000
Welsh Government - Live Fear Free Helpline	454,448	–	71,654	526,102	516,317
Welsh Government - National Training framework	16,588	–	2,480	19,068	18,882
	<u>1,921,673</u>	<u>992,933</u>	<u>238,718</u>	<u>3,153,324</u>	<u>3,604,818</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

11. Analysis of support costs

	Core £	The Sam & Bella Sebba Foundation £	Welsh Government Live Fear Free Helpline £	Welsh Government Ask & Act Training £	Training External £	Wales PCC Support and Female Offending Blueprint £	South Wales PCC Bystander Interventions £	Home Office - Children Affected by Domestic Abuse £
Staff costs	42,891	4,000	26,000	4,000	865	1,300	6,010	5,622
Premises	43,249	3,915	45,654	1,541	5,986	-	-	3,949
Support costs - Other office costs	-	-	-	-	-	-	-	-
Support costs - Activities	6,253	-	-	-	-	-	-	-
	<u>92,393</u>	<u>7,915</u>	<u>71,654</u>	<u>5,541</u>	<u>6,851</u>	<u>1,300</u>	<u>6,010</u>	<u>9,571</u>

	Waterloo Foundation £	MOJ ISVA IDVA £	Cheshire DA Matters £	Awards for All - Survivor Engagement £	South Wales PCC Change Government that lasts project £	Welsh Government Training Network £	Total 2025 £	Total 2024 £
Staff costs	732	3,168	2,558	-	11,971	1,907	111,024	167,312
Premises	922	1,121	-	631	13,900	573	121,441	-
Support costs - Other office costs	-	-	-	-	-	-	-	85,827
Support costs - Activities	-	-	-	-	-	-	6,253	-
	<u>1,654</u>	<u>4,289</u>	<u>2,558</u>	<u>631</u>	<u>25,871</u>	<u>2,480</u>	<u>238,718</u>	<u>253,139</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

12. Analysis of grants

	2025 £	2024 £
Grants to institutions		
Grants to member organisations - Change that Lasts	74,446	108,676
Grants to member organisations - Home Office Children Affected by Domestic Abuse	918,237	897,605
Grants to member organisations - Development work	250	–
	<u>992,933</u>	<u>1,006,281</u>
Total grants	<u>992,933</u>	<u>1,006,281</u>

13. Net income/(expenditure)

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

	2025 £	2024 £
Depreciation of tangible fixed assets	15,914	28,350
Audit fees (including VAT)	5,528	5,215
Operating leases	8,222	27,415

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	1,559,476	1,842,332
Social security costs	148,128	171,348
Employer contributions to pension plans	87,991	99,009
	<u>1,795,595</u>	<u>2,112,689</u>

During the year redundancy costs of £15,019 were incurred.

The average head count of employees during the year was 56 (2024: 69). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Administrative staff	14	16
Service delivery	33	43
	<u>47</u>	<u>59</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2025 No.	2024 No.
£70,000 to £79,999	1	1

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

14. Staff costs *(continued)*

Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 1 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £83,091 (2024: £83,174).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2024: nil).

During the year there were expenses of £nil reimbursed to trustees (2024: £125 to one trustee).

16. Transfers between funds

Net transfers detailed in note 22 relate to deficits made on certain projects during the year.

17. Tangible fixed assets

	Freehold Property £	Equipment £	Total £
Cost			
At 1 April 2024	439,672	119,573	559,245
Additions	–	8,548	8,548
Disposals	–	(3,246)	(3,246)
At 31 March 2025	439,672	124,875	564,547
Depreciation			
At 1 April 2024	105,229	109,097	214,326
Charge for the year	8,793	7,121	15,914
Disposals	–	(3,246)	(3,246)
At 31 March 2025	114,022	112,972	226,994
Carrying amount			
At 31 March 2025	325,650	11,904	337,554
At 31 March 2024	<u>334,443</u>	<u>10,476</u>	<u>344,919</u>

18. Debtors

	2025 £	2024 £
Trade debtors	336,976	328,865
Prepayments and accrued income	383,235	321,253
	<u>720,211</u>	<u>650,118</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	319,272	370,828
Accruals and deferred income	276,930	326,643
Social security and other taxes	29,089	41,884
	<u>625,291</u>	<u>739,355</u>

20. Deferred income

	2025	2024
	£	£
At 1 April 2024	143,630	261,333
Amount released to income	(143,630)	(261,333)
Amount deferred in year	115,753	143,629
At 31 March 2025	<u>115,753</u>	<u>143,629</u>

	2025	2024
	£	£
Children Affected by Domestic Abuse	8,394	–
Disabilities Trust	–	3,650
Esmee Fairbairn	27,545	16,623
National Lottery community fund – Survivor Engagement	3,630	–
Professional fees Support	1,875	–
Screwfix restricted grant	1,331	–
South Wales PCC Change that lasts project	47,090	89,545
Training	5,600	5,600
The Big Give	12,430	2,775
The Sam and Bella Charitable trust	–	1,439
Waterloo Foundation	–	16,101
Welsh Government Live Fear Free Helpline	7,858	7,896
	<u>115,753</u>	<u>143,629</u>

21. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £87,991 (2024: £99,009).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

22. Analysis of charitable funds

Unrestricted funds	At	Income	Expenditure	Transfers	At 31 March
	1 April 2024				2025
	£	£	£	£	£
Unrestricted	521,817	229,175	(182,283)	(40,000)	528,709
Designated	–	–	–	40,000	40,000
	<u>521,817</u>	<u>229,175</u>	<u>(182,283)</u>	<u>–</u>	<u>568,709</u>

The Trustees have designated £40,000 (2024: £nil) of unrestricted reserves for Training Development activities required to achieve the charity's objectives for the year ended 31 March 2026.

Unrestricted	At	Income	Expenditure	Transfers	At 31 March
	1 April 2023				2024
	£	£	£	£	£
Unrestricted	759,551	265,392	(448,074)	52,948	521,817
Designated	108,000	–	(83,000)	(25,000)	–
	<u>759,551</u>	<u>265,392</u>	<u>(531,074)</u>	<u>27,948</u>	<u>521,817</u>

The reported deficit in year is due to a significant drop in forecast training income which has now been mitigated by a restructure of the Training Department and the planned expenditure on development activities delivered during the year funded from Designated Reserves.

Designated fund

There were no designated funds for future use as at 31 March 2024.

Of the designated reserves brought forward £83,000 reserves were expended for development activities required to achieve the charity's objectives in 2023/24, made up of:

	2024
	£
Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Strategic Review	15,000
	<u>83,000</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
Apprenticeship scheme	–	–	–	–	–
Awards for All - Survivor Engagement	–	16,370	(16,370)	–	–
CAF - Sector Resilience Project	–	–	–	–	–
Capital Equipment I.T.	9,512	–	(2,378)	–	7,134
Cheshire DA Matters training	–	19,206	(19,206)	–	–
Citizens Advice Bureaux - Ask Me	–	19,500	(19,500)	–	–
Essex Police DA Matters	–	92,426	(92,426)	–	–
Home Office Children Affected by Domestic Abuse	–	1,027,534	(1,027,534)	–	–
MOJ ISVA IDVA	–	119,320	(119,320)	–	–
Moondance Foundation	–	–	–	–	–
National Violence Against Women Centre of Excellence	334,443	–	(8,793)	–	325,650
PCC NW VAWDASV	–	19,000	(19,000)	–	–
Rape Crisis Sexual Violence Helpline	–	–	–	–	–
Screwfix Grant	–	2,444	(2,444)	–	–
South Wales PCC Bystander Interventions	–	47,136	(47,136)	–	–
South Wales PCC Change that lasts project	–	281,877	(282,377)	–	(500)
South Wales PCC DA Matters	–	–	–	–	–
South Wales PCC Support and Female Offending Blueprint	–	26,620	(26,620)	–	–
SWPCC Training delivery	–	–	–	–	–
The Sam & Bella Sebba Foundation	9,983	41,439	(41,437)	–	9,985
VAWDASV Blueprint CYP SSE	–	–	–	–	–
Waterloo Foundation	–	16,101	(16,101)	–	–
Welsh Government - Ask & Act Training	–	45,000	(45,000)	–	–
Welsh Government - Capital grant	–	4,326	–	–	4,326
Welsh Government - Core Services	–	640,229	(640,229)	–	–
Welsh Government - Live Fear Free Helpline	–	525,981	(526,102)	–	(121)
Welsh Government - National Training Framework	–	19,068	(19,068)	–	–
	<u>353,938</u>	<u>2,963,577</u>	<u>(2,971,041)</u>	<u>–</u>	<u>346,474</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

22. Analysis of charitable funds *(continued)*

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Apprenticeship scheme	-	4,999	(4,999)	-	-
Awards for All - Survivor Engagement	-	-	-	-	-
CAF - Sector Resilience Project	-	179,335	(179,335)	-	-
Capital Equipment I.T.	28,667	-	-	(19,155)	9,512
Cheshire DA Matters training	-	29,682	(29,682)	-	-
Citizens Advice Bureaux - Ask Me	-	-	-	-	-
Core Services	-	640,231	(640,231)	-	-
Essex Police DA Matters	-	-	-	-	-
Home Office Children Affected by Domestic Abuse	-	1,016,912	(1,016,912)	-	-
MOJ ISVA IDVA	-	45,334	(45,334)	-	-
Moondance Foundation	-	30,204	(30,204)	-	-
National Violence Against Women Centre of Excellence	343,236	-	-	(8,793)	334,443
Rape Crisis Sexual Violence Helpline	-	16,677	(16,677)	-	-
Sam & Bella Sebba Foundation	-	18,561	(8,578)	-	9,983
Screwfix Grant	-	-	-	-	-
South Wales PCC Bystander Interventions	-	5,758	(5,758)	-	-
South Wales PCC Change that lasts project	-	314,257	(314,257)	-	-
South Wales PCC DA Matters	-	33,768	(33,768)	-	-
South Wales PCC Support and Female Offending Blueprint	-	94,620	(94,620)	-	-
SWPCC Training delivery	-	21,000	(21,000)	-	-
VAWDASV Blueprint CYP SSE	-	20,000	(20,000)	-	-
Waterloo Foundation	-	32,190	(32,190)	-	-
Welsh Government - Capital grant	-	-	-	-	-
Welsh Government Ask & Act Training	-	45,000	(45,000)	-	-
Welsh Government Live Fear Free Helpline	-	516,317	(516,317)	-	-
Welsh Government National Training Framework	-	18,882	(18,882)	-	-
	<u>371,903</u>	<u>3,083,727</u>	<u>(3,073,744)</u>	<u>(27,948)</u>	<u>353,938</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

22. Analysis of charitable funds *(continued)*

Apprenticeship scheme – Contribution from Welsh Government for the development costs of the VAWDASV Apprenticeship Scheme.

Awards for All - Survivor Engagement contribution to staff costs

CAF - Sector Resilience Project to support survivor engagement costs and capacity building for Members

Capital Equipment I.T. – funding to purchase new computer equipment

Cheshire DA Matters training Police frontline officer training for domestic abuse response

Citizens Advice Bureaux - Ask Me training for frontline advisers on domestic abuse response

Essex Police DA Matters training Police frontline officer training for domestic abuse response

Home Office Children Affected by Domestic Abuse – funding for interventions across Wales for children and young people delivered by Welsh Women's Aid members.

MOJ ISVA IDVA – Continuous professional development training for qualified IDVAs and ISVAs in Wales

Moondance Foundation – Contribution to the cost of developing the VAWDASV Apprenticeship scheme

National Violence Against Women Centre of Excellence – Capital reserve related to the purchase of Pendragon House.

PCC NW VAWDASV – Training for specialist service in North Wales.

Rape Crisis Sexual Violence Helpline – partnership delivery of the Home Office Sexual Violence Helpline

Screwfix Grant – Premises repairs and refurbishment for Pendragon House

South Wales PCC Bystander Interventions – Training for young people in colleges in South Wales

South Wales PCC Change that lasts project – delivery and role out of the Change that Lasts model in South Wales

South Wales PCC DA Matters Police frontline officer training for domestic abuse response

South Wales PCC Support and Female Offending Blueprint – Training for professional across Wales supporting women involved in the criminal justice system

SWPCC Training delivery – Enhanced police training on domestic abuse

The Sam & Bella Sebba Foundation – Provision of engagement with the Deaf community in Wales to improve services provided by specialist VAWDASV services and public services

VAWDASV Blueprint CYP – Research into VAWDASV services for children and young people in Wales

Waterloo Foundation – Delivery of Change that Lasts Ask Me Scheme in North Wales

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

22. Analysis of charitable funds *(continued)*

Welsh Government - Ask & Act Training for professionals in public services to improve the response to survivors of VAWDASV

Welsh Government - Capital grant refurbishment of Pendragon House

Welsh Government - Core Services providing support to Welsh Women's Aid membership, advice and consultation relating to policy and legislation, service development and research, representing the voice of specialist services, executive and organisational management

Welsh Government - Live Fear Free Helpline national 24/7 helpline for survivors of violence against women, domestic abuse and sexual violence including women, men and children. Support for professionals working with survivors and advice to concerned members of the public

Welsh Government - National Training Framework provision of resources for strategic leaders in relation to VAWDASV

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	4,770	332,784	337,554
Net Current assets	563,939	13,690	577,629
Net assets	<u>568,709</u>	<u>346,474</u>	<u>915,183</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	964	343,955	344,919
Net Current assets	520,853	9,983	530,836
Net assets	<u>521,817</u>	<u>353,938</u>	<u>875,755</u>

24. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	<u>620,073</u>	<u>(137,364)</u>	<u>482,709</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Later than 1 year and not later than 5 years	13,291	6,087
Later than 5 years	–	2,135
	<u>13,291</u>	<u>8,222</u>

26. Limitation of auditors liability

By way of a members' resolution dated 27th November 2024, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

27. Related parties

There were no related party transactions incurred during the year.

WELSH WOMEN'S AID

England & Wales - Charity number 1140962

Accounts

COMPANY REGISTRATION NUMBER: 07483469
CHARITY REGISTRATION NUMBER: 1140962

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
31 March 2024

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2024

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Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	Welsh Women's Aid
Charity registration number	1140962
Company registration number	07483469
Principal office and registered office	Pendragon House Caxton Place Cardiff CF23 8XE

The trustees

K Palmer - Chair	
H Kell - Deputy Chair/ Treasurer	
R Christmas	
N Danson	
V M Friis	
T Sadler-McGrath	
J McCarthy	(Appointed 16 May 2023)
S Sarjeant	(Appointed 9 June 2023)
K-L Doyle	(Appointed 26 June 2023)
M Pooley	(Appointed 26 June 2023)
A Rodrigues	(Retired 6 June 2023)
W Mbugua- Ngotho	(Served from 26 June 2023 to 1 October 2023)

Auditor	Jonathan Rhodes BSc BFP FCA Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF
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Bankers	Unity Trust Bank Plc Nine Brindleyplace Birmingham B1 2HB
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Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management

Governing document

Welsh Women's Aid is governed by a Memorandum and Articles of Association and was incorporated in January 2011. Welsh Women's Aid was registered as a charity in March 2011.

As a registered charity and a Company Limited by Guarantee, Welsh Women's Aid is required to report annually to both the Charity Commission and Companies House. In the event of the organisation winding up, its members are required to contribute an amount not exceeding £1. Welsh Women's Aid's current governing document was updated in December 2013.

Recruitment and Appointment of Trustees

The Directors of the company are also the charity trustees.

All Trustees are recruited in line with Welsh Women's Aid Trustee Recruitment and Selection Policy and procedural framework. The Board is able to decide how many vacancies there are subject to the maximum of twelve persons and minimum of three persons. At least four Trustees should be recruited from Welsh Women's Aid membership of specialist services.

All Trustees are appointed for the skills and experience that they bring and their ability to assist Welsh Women's Aid in meeting its charitable objects. Candidates for all Trustee positions are interviewed, references are sought, and the recruitment panel recommendations are agreed by the Board. Trustees are confirmed at the AGM.

All terms of office are for a period of 3 years. Trustees who serve a three-year term are eligible for re-appointment for one additional term.

Trustees have the power to co-opt additional board members, who must retire at the next AGM but may stand for re-election as a Trustee. When considering co-opting members, the Board has regard to the requirement for any specialist skills and knowledge, such as fundraising/funding, HR, understanding of domestic abuse and other forms of violence against women, children and young people.

In 2023/24 4 additional trustees were appointed following a recruitment process to replace trustees due to come to the end of their tenure and those who have stepped down for other reasons.

Board of Trustees induction and training

All new Trustees are provided with Welsh Women's Aid's Memorandum and Articles, Governance Policy which sets out their roles and responsibilities, a copy of 'The Essential Trustee' provided by the Charity Commission, and are invited to discuss any queries with the Chair.

New members of the Board undergo a comprehensive induction programme to brief them on the work of Welsh Women's Aid, the history of the women's aid movement, their legal obligations as Trustees, the Board's decision making processes, the functioning and structure of services, the business plan and recent financial performance. During induction, new Trustees meet key employees and other Trustees. The Board is encouraged to participate in internal and external training events which will further their skills and knowledge in undertaking their roles. A skills audit is undertaken every two years to ensure that the Board has the right mix of skills and experience and the information to determine whether they need to recruit appropriately skilled external members.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management *(continued)*

Going Concern Assessment

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

The Board of Trustees meets quarterly and is supported by Sub-Groups, which were reviewed and the terms of reference updated during the year. The Sub-Groups are Audit, HR and Engagement which assists the decision making process by exploring risks and options in detail and scrutinising the quarterly reports prior to full Board meetings and, where appropriate, making recommendations to the Board. The Audit Sub-Group maintains oversight of the risk management process, finance and fundraising. Sub-Groups do not have decision making powers; they are a recommending body only.

Internal controls are made more robust by the existence of procedures for the authorisation of all transactions. Procedures are in place to ensure compliance with the Health and Safety of staff, Trustees, volunteers, clients and visitors to the organisation. These controls and procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Board. All significant new initiatives, major commitments and investment projects are subject to formal approval by the Board.

During 2023/24 1 critical strategic risk was identified which related to the downturn in income available for training delivery. Actions were taken to restructure the Training Team for a smaller funding envelope for 2024/25. Mitigations related to the cost of living crisis; implications on specialist services and survivors of abuse of leaving the EU continue to be managed on an ongoing basis. We continue to work with services, key stakeholders and funders to address the increase in demand for access to specialist services which has not reduced since the pandemic.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management *(continued)*

Organisational Structure and Management

The responsibility for the day to day management and delivery of services to meet the charity's objects is delegated to the Chief Executive Officer (CEO) and Senior Management Team (SMT).

The SMT shares the responsibility for reporting to the Board with the CEO, in relation to the management and implementation of the organisation's strategy, its priorities, progress reports on its operational plan, its financial position and risk management procedures. Each member of the SMT is responsible for elements of the Strategic Delivery Plan.

Welsh Women's Aid staff remuneration is aligned to the NJC pay scales based on the evaluation of appointed roles. Application of cost of living pay increases are subject to funding and approval by trustees.

Objectives and activities

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities.

The Welsh Women's Aid charitable objects are for the benefit of the community:

To promote the relief of distress and suffering experienced by, in particular but not exclusively, any women or her children from differing social groups who have or are experiencing domestic abuse and all other forms of 'violence against women', including the wider social and economic impacts.

Welsh Women's Aid is a national violence against women, domestic abuse and sexual violence (VAWDASV) membership organisation, with over 40 years of experience in campaigning, shaping and influencing policy to be prioritised by government. Welsh Women's Aid represents and supports a federation of local independent charities delivering specialist violence against women, domestic abuse and sexual violence women prevention services in Wales, as part of a UK network of provision. Welsh Women's Aid works to achieve improvements in national policy and practice for the benefit of members of the women's aid movement and others working in this area, and most importantly, their primary service users: women, children and young people experiencing domestic abuse, sexual violence and other forms of violence against women.

Our 5 Year Strategy 2019-24 which sets out our vision, mission, values and planned activities in more detail is available on our website. Activity to review and refresh the Strategy for 2025 onwards started during 2023/24 supported by an external consultant.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities *(continued)*

Our Vision: A world in which women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so achieve independence, freedom and liberation from oppression.

Our Values: We are feminist and value diversity of lived experiences

We promote integrity: We are accountable, and place survivors' voices and their lived experiences central to our work. We encourage respect, transparency and learning from experience, we challenge misuse of power and promote social responsibility in all we do.

We collaborate: We work with survivors, specialist services, other organisations, individuals and communities, to capacity-build services and to evidence and deliver what works in preventing violence against women, domestic abuse and sexual violence.

We empower: We advocate a rights-based approach so that all women and children can achieve their full potential, and we promote services led by and for women/minoritised groups as being vital to meeting needs and to achieving social, economic and political liberation from patriarchy, racism, and other oppressions.

We transform: We are committed to challenging inequalities and discrimination, to combining high-quality services with activism for social change, and building a movement that ends violence against women and girls and liberates women and girls from multiple and intersecting oppressions to benefit everyone.

Objectives and Priorities in 2023/24

Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

We are committed to primary prevention, which involves education to change attitudes and perceptions, to prevent abuse from happening in the first place. It can be targeted universally or at specific groups, such as children or members of a particular community. Prevention work requires a commitment to challenging and changing the social and cultural norms, systems and structures that perpetuate abuse, harms and inequalities. Prevention work also needs to address the fact that violence against women and girls is structural and one of the social mechanisms that forces the subordination of women and girls in society. For this reason, working to further women's and girls' liberation, to challenge and dismantle gendered social norms and expectations, and to dismantle patriarchy and other systems of oppression is a key means of achieving its prevention.

Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time:

We are committed to providing excellent member services and support which helps specialist services deliver quality provision, as centres of excellence in their communities. Effective provision is dependent on identifying as early as possible those who are likely to experience abuse, and to provide high quality resources and support to prevent further abuse and reduce its impact ("secondary prevention"). Effective provision is also dependent on providing longer term support and advocacy to reduce the trauma and harm caused by more prolonged exposure to violence and abuse, which is often cumulative for women and girls ("tertiary prevention").

Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities *(continued)*

We are committed to amplifying the diverse experiences of survivors and to developing and collaborating in partnership in a way that upholds our values and demonstrates mutual respect, transparency, honesty and integrity, which underpins all our work. By focusing on collaboration to improve responses for those who experience multiple discrimination - black and minoritised women, lesbians, disabled women, migrant women, young people, older women, trans women - we aim to improve access to support and justice for all survivors of abuse.

ENSURING OUR WORK DELIVERS OUR AIMS

All staff and Trustees are active in reviewing progress and achievements on a monthly and quarterly basis, as well as reviewing delivery against strategic objectives on an annual basis.

A robust review process helps Welsh Women's Aid to ensure aims, objectives and activities remain focused on charity objects, in accordance with charity commission guidance. The trustees set a list of key performance indicators against which progress is assessed at a strategic level against the Welsh Women's Aid strategic objectives allowing scrutiny and corrective action to be taken where necessary.

Achievements and performance

REVIEW OF ACTIVITIES AND HOW WE DELIVER PUBLIC BENEFIT

Progress and achievements in 2023/24

The impact of the cost-of-living crisis continued to bite in 2023/24 inflicting severe economic pressure on survivors and specialist services alike, restricting access to help and support for victims and survivors of violence against women, domestic abuse and sexual violence. The sector has had to adapt to the conditions and find new ways to provide life-saving services whilst experiencing increased costs and recruitment and retention issues.

As with many organisations our operations continued to be delivered online with staff working from home as part of a hybrid working arrangement. We continued to focus resources on engagement with government and statutory services, promotion of specialist services to survivors and the wider public, produced resources for our members, the wider VAWDASV sector and bystanders and raised awareness of the impact on people subject to gender-based violence and the need for increased funding for the sector in Wales.

We continued to use our influence in Wales, UK and internationally by engaging with local government, Welsh Government, Westminster and the European structures to talk about the importance of addressing violence against women and our approach through the Change that Lasts model. Our standing as a leading light on violence against women has increased and we have further developed Change that Lasts which provides a holistic approach to responding, supporting and preventing domestic abuse, sexual violence and all forms of violence against women, including response to perpetrators of abuse and specific resources for children and young people. We have supported our membership with capacity building support, our roll out of National Quality Service Standards, briefings and other bespoke support and advocacy.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Fundraising

During 2023/24, Welsh Women's Aid received donations totalling £76,207. Funds were raised from a wide range of supporters including first time donations, payroll giving and community fundraising. The cost of living crisis has reduced peoples' disposable income and ability to engage in fundraising activities. Awareness raising and campaigning successfully increased our visibility in order to keep gender-based violence in the public discourse.

We successfully secured funding to continue existing service delivery, roll out our Change that Lasts approach and increase access to funding for our Membership. However, opportunities for funding to delivery training across all sectors reduced during the year.

In 2023-24, Welsh Women's Aid successfully secured public and trust-funded income including working in collaboration with Women's Aid Federation England via a Home Office-funded Emergency Fund to support individual survivors of domestic abuse with one-off payments of £250 or £500 for essential costs. In total, £47,700 was ringfenced for and distributed to Wales-based survivors via our membership.

During the year, we were also successful in securing a 3-year unrestricted grant amounting to £165,000 from Esmee Fairbairn.

Data protection:

In 2023/24 we maintained the high standards of data protection and compliance with the GDPR legislation achieved in the previous year. To that end all staff have received up-to-date GDPR refresher training.

Objective 1 Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

Website and Social Media:

Over the financial year WWA continued to develop our online and social media presence. We continued our Let's Talk About.... campaign covering victim-blaming and promotion of the Live Fear Free Helpline.

Events:

This year, Welsh Women's Aid had a significant presence at Cardiff Pride as well as other festivals and events through the year. We continued to work with journalists to encourage published stories to be trauma-informed and consider the effect on survivors.

Children and Young People:

As part of our Home Office funded Project in collaboration with our Members, we facilitated children and young people focussed training sessions including Bystander Intervention, Healthy Relationships and Tech Facilitated Abuse. Change that Lasts whole systems approach for children and young people including provision of trauma-informed, needs-led, strengths-based support services by our local member services and community-based prevention programme, Ask Me.

Change that Lasts - Whole Systems Model for Prevention, Response and Support for VAWDASV: We have continued to work to deliver the Change That Lasts model with our colleagues across Wales extending the approach to Cwm Taff, Merthyr and North Wales. Evaluation of the Change that Lasts approach demonstrated encouraging outcomes for primary prevention in communities, learning opportunities for trusted professionals interested in improving their response to survivors and specialist support services for survivors and perpetrators of violence against women.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

The Ask Me Community includes 100+ members who signposted 233 survivors to specialist support, spoke to 1,006 community members and reached 7,437 people on social media during this year.

15 Trusted Professional events were run in the year, with 118 delegates attending from both public and third sectors from across the South Wales area.

CLEAR was designed to address a gap in provision for men who in the past, have had little or no intervention and struggle to understand or describe their abusive behaviour. These men may identify that there is 'a problem' within their intimate relationships and are motivated to change but are not yet disclosing or taking responsibility for their abusive behaviour. CLEAR is available in Cardiff and the Vale, Neath Port Talbot, and will soon be rolled out in Cwm Taff. 71 referrals were received during the year.

Running in parallel with CLEAR, has been the Integrated Specialist Survivor (ISS) support for current/ex-partners and their children. Partners/ex-partners of men attending CLEAR are referred onto specialist survivor services which offers needs-led, strengths based, trauma informed support.

Bystander Intervention Initiative:

This initiative empowers communities to intervene proactively to stop gender-based violence and abuse. The programme is based on Social Norms Theory and intends to help students identify problematic situations, assume responsibility, and intervene safely. This year, Bystander Intervention Training was delivered to 112 (40% increase on the previous year). We also developed and ran a Bystander Intervention Train the Trainer, which was delivered to 16 learners including students and university staff from across Wales.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Objective 2 - Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time.

WWA Specialist VAWDASV Service Membership:

WWA has established regular membership meetings to provide ongoing peer support. These aim to identify issues in the wider sector, offer support, escalate concerns to Welsh Government and to focus on specific areas of work, such as the introduction of Domestic Abuse Protection Orders, Renting Homes Act Welsh Government Blueprint for tackling violence against women, domestic abuse and sexual violence in Wales. It also allows us to gather anecdotal evidence from specialist services to inform policy or other meetings.

8 member meetings were held in the year including content-driven meetings on designated topics of interest including Barriers to Anonymous Registration NPCC VAWG Strategy.

This year we have facilitated workshops, seminars and 15 practice development sessions, largely aimed at members but for some events other organisations also participated. Subjects included: Impact of Brain Injury, Deaf Survivors, Economic Abuse and Non-Fatal Strangulation. This is not an exhaustive list but highlights the variety of member training work we undertake.

Our forum for children and young people support workers included sessions related to self-harming behaviour, supporting autistic and neuro-divergent young people and Children's Rights.

Capacity building for frontline services within the sector is a vital aspect of WWA's work. We have continued to support our member organisations with consultancy and staff support, grant funding bids, preparation for NQSS assessment, effective engagement with Survivors, social media, monitoring and evaluation, website development and marketing.

Other work within our membership team has focused on sexual violence and exploitation. In 2023/24, the All-Wales Operational Group on Sexually Exploited Women published their Freedom of Information Requests submitted to statutory agencies in 2022, which enquired about data collection and risk assessment pathways in relation to adult and child sexual exploitation. We also held a learning event entitled Preventing and Responding to Sexual Exploitation: a Whole System Approach. The event was extremely well attended, with around 50 attendees, ranging from CYP services, Multiple County Councils, Universities, and Specialist SV/SE/DA services and Health Boards.

National Quality Service Standards for Specialist Domestic Abuse Services in Wales: NQSS is aligned with Welsh Government IAQF on a 3-year cycle. 1 additional member service successfully gained accreditation and 2 services began their next cycle of accreditation. 3 services submitted their mid-point assessment successfully.

Fundraising-Focussed Support:

The Fundraising Team continued to support Welsh Women's Aid members in a range of ways including Quarterly Fundraising Network meetings, fortnightly grant opportunity tracker and Member support and funding research.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Live Fear Free Helpline:

The Live Fear Free Helpline recorded 30,485 incoming and outgoing contacts during the year. This consisted of 14,349 incoming calls, 11,409 outgoing calls, 2,175 webchats, 819 emails and 715 SMS threads. The strike rate (rate of incoming calls answered within 30 seconds) remained at 94.6% throughout the year, demonstrating the remarkably high pick up of calls. We continue to organise the helpline advocates shifts to maintain coverage during peak times so the helpline is staffed to meet caller demand.

Average contact time continued to increase with talk time averaging 21 minutes (31% increase) and call handling time averaging 28 minutes (45% increase), which reflects the complexity of calls that advocates are dealing with and the need to respond to contacts who have been unable to access support when they need it from other services (counselling, mental health, criminal justice).

National Training Partnership:

The Welsh Women's Aid Training Centre of Excellence provides accredited and non-accredited training courses delivered by expert and specialist trainers from the VAWDASV sector in Wales.

The team continued working to develop online training whilst delivering in person where conditions allowed. In the year we delivered training and accredited continuous professional development (CPD) courses to 1,919 learners this was a reduction on the previous year due to the reduction in budgets and funding for training across all sectors.

Across the year, we trained learners from across our membership of specialist services, practitioners across public service and third sector, Police and Probation.

We worked with Welsh Government and Agored Cymru to develop an Apprenticeship qualification in Preventing and Tackling Violence Against Women, Domestic and Sexual Abuse at Level 4 which has now been accepted onto the Welsh Government Apprenticeship Scheme.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Objective 3 - Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

Welsh Women's Aid Federation:

Welsh Women's Aid is a federation of specialist services, survivors, campaigners and allies across Wales. Some of our member services are small local specialist providers and others are regional or national in their scope. The support provided by these organisations is diverse and includes delivery of refuge-based support, rape crisis support, community and outreach support for women, children and young people, and men across Wales.

Despite their vital importance, many of our services operate in an uncertain environment having to compete for funding that is often delivered in short-term yearly cycles. Welsh Women's Aid provide bespoke assistance to each of our 20 members to ensure that their vital work continues uninterrupted and unburdened by external restrictions.

Some of the ways in which we did this in 2023/24 are:

- Access to National Quality Service standards
- Members' meetings, workshops and practice sessions
- Access to information via newsletters, policy updates, funding and networking opportunities, and research requests
- Representation of our Members with regard to changes in legislation and government policy. Capacity Building Programme for frontline services within the sector.
- Fundraising Network Group.

Survivor Participation:

WWA has over 100 survivors in the Survivors Network, providing survivors who have escaped abusive situations with vital support from peers, as well as enabling them to take part in a range of activities to improve service provision, influence policy and raise awareness with the wider population and media.

Survivors in the Survivors Network have the opportunity to respond to policy or research consultations where they can use their lived experience expertise to give valuable input and insight. Contributions from the Survivor Network during 2023/24 included an Empowerment Event attended by 63 survivors, and contributions to a number of external activities such as South Wales PCC Collaborative and Accountability Board as a joint partner, VAWDASV Research Network "Sandpit Event", Workshop focusing on survivors receiving services at A&E.

The Survivors Network also aims to have a wide-reaching impact on those who are part of it including, training for survivors of abuse to re-enter the workplace for those with language barriers and assistance with the development of training packages for front line workers and other professionals.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

VAWDASV partnership work to influence the National Agenda:

In the last year, we have continued raising our profile and the profile of Welsh survivors both in Westminster and in the Senedd. The continuation of online working allowed us to attend more meetings than was possible prior to the pandemic. As in previous years, we have engaged with organisations such as the Home Office, the Ministry of Justice, Crown Prosecution Service, Probation and Police services in Wales and across the UK.

We continue to work with colleagues from across devolved and non-devolved public and specialist sectors to plan and implement an effective post-COVID-19 response and joined national partners to shape the development of the Welsh Government's new VAWDASV Strategy and the new UK VAWG strategy.

Welsh Women's Aid worked in close partnership with UK-wide VAWDASV organisations this year, attending meetings with the Domestic Abuse Commissioner to provide data and feedback on the needs of survivors and specialist services in Wales.

We collaborated with sister organisations in England to respond to the introduction of the Domestic Abuse Act. We represent the VAWDASV Sector in Wales to advise non-devolved agencies in the Criminal Justice System (police, CPS and Courts) and devolved agencies in Wales to improve their practice and response to VAWDASV. We continue to work alongside ERAW, Rape Crisis and Imkaan as well as Women's Aid Federations to build capacity of the specialist sector to respond to increased demand and awareness.

Welsh Women's Aid has continued to support the Welsh Government VAWDASV response by providing advice and contributing to the Strategy and Blueprint for Tackling VAWDASV in Wales.

Throughout this year, we have taken part in both online and in-person events, ensuring representation for specialist services in Wales across several stakeholder meetings with Welsh Government, Ministry of Justice, Home Office, and Policing. We have informed the development of initiatives and campaigns such as 'No Grey Area', '16 Days of Activism', and the Joint Justice Plan to Improve Case Management through the Criminal Justice System.

Research, National Data Gathering and Reporting:

We continued to collect and collate data from our members on a quarterly basis to inform service development and support funding applications and campaigns. This year, our annual State of the Sector Report highlighted key issues including:

- 712 survivors unable to access critical refuge services
- 28% increase in reports of financial abuse
- The disproportionate effect on women of the cost of living crisis
- Access to services impacted by the housing crisis
- Staff burnout impacting retention and recruitment in the sector

We have contributed to and are on the core working group for the VAWDASV Research Network launched by the University of South Wales and we are participants in and members of the core working group for a Group Concept Mapping (GCM) study which aims to set out the VAWDASV research priorities for Wales.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Intersectionality and Inclusion:

Welsh Women's Aid has continued its internal Intersectional Action Group throughout 2023/24, aiming to address intersectional barriers in the VAWDASV sector, particularly those that impact individuals facing multiple disadvantages. The group continues to scrutinise internal procedures and policies, and work to maintain a collaborative Glossary of Terms.

Specific intersectional and equality work in 2023/24 included Sexually Exploited Women, Deaf Community, Autism and Neurodiversity, Racial discrimination (No Recourse to Public Funds, Supporting Migrants) in partnership with Bawso, LGBT* Pride celebrations and RSE implementation.

Financial review

In 2023/24 the organisation had an in-year deficit of £255,699. Restricted funds decreased by £17,965. As at 31 March 2024 the charity reported retained funds of £875,755. Represented by; £521,817 of unrestricted funds and £353,938 of restricted funds.

Trustees designated reserves for development activities in 2023/24 which contributed to our work as follows:

	2024
	£
Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Strategic Review	<u>15,000</u>
	<u>83,000</u>

These activities were delivered, however, detracting income for Training Delivery severely impacted the financial position and Reserves were released to carry out a restructure of the Training Team and cover the in year overspend. Redundancy costs incurred amounted to £34,000 and the in year overspend was £131,000.

The reported deficit in year is due to a significant drop in training income which has now been mitigated by a restructure of the Training Department and the planned expenditure on development activities delivered during the year funded from Designated Reserves. See Note 21.

The majority of the organisation's income is grant funded and we recognise the need to build a suitable level of reserves to meet the needs of the charity. We have a Reserves Policy which assesses the level of unrestricted reserves required to meet costs of closure, foreseeable exceptional expenditure and temporary reductions in funding. The current level of unrestricted reserves are adequate to meet the Reserves Policy.

The Welsh Government is the principal funder providing 36% of the charity's income for continuing operations. The remaining income is from a variety of sources including donations, member subscriptions, foundations and other public sector bodies.

We'd like to take this opportunity to thank our funders, members, donors and organisational supporters for the contributions they make to the important work we do with particular recognition to the survivors, ambassadors and allies without whom our objective of eradicating violence against women in all its forms, would not be possible.

Trustees set the 2024/25 Budget in May 2024 which reflected an in year deficit of £99,000 on the understanding that mitigating action would be taken throughout the year to bring the closing position as close to breakeven as possible. These actions include redesign of business support functions to take advantage of technology to streamline systems, remove duplication and align synergies in operational delivery across WWA Department. This will enable the staff establishment to be reduced as vacancies occur.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Plans for future periods

PLANS FOR FUTURE PERIOD 2024/25

2023/24 was the fifth year of our 5 Year Strategy delivery and we reviewed our strategic priorities with the help of an external consultant who consulted our members, survivors and stakeholders to create the next 5 Year Strategy. We will continue with our work to promote the social and cultural change needed to end violence against women, domestic abuse and sexual violence, that unites us with our funders, supporters, and the communities we serve. Our national federation has a shared vision, value-base and approach, and investment into a federated structure provides the combined impact of individual charities with the benefit of collective impact, resilience and strength as a movement. Together, we provide a strong, well-developed and cohesive programme of local, regional and national work that benefits survivors and creates a safer, healthier, more equal and violence-free future for everyone.

Our Strategy and delivery align with the Well-being of Future Generations framework in Wales by adopting a long-term approach that focuses on prevention, prioritising collaboration and integration, and centring the involvement of survivors, members, services and stakeholders.

In 2024/25 our work will continue to focus on our strategic priorities:

- Preventing violence against women, domestic abuse and sexual violence from happening in the first place
- Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time
- Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts

Our priorities for 2024/25 will be to ensure:

That violence against women, domestic abuse and sexual violence remains a top priority for government during and following the Covid-19 Pandemic regardless of the risks of economic downturn, future surges in demand and any impact of cost of living increases or geopolitical impact.

Internally, we will also work to ensure our overall efficiency and effectiveness is improved, we lead on evidence-based services, our capacity, fundraising and supporter base is increased, we enhance and improve delivery and impact of direct services and strengthen our internal and external communications.

This will include, for example, providing member services with bespoke support and making sure that survivors get the help and support they need, through providing training, guidance and toolkits, that support professionals to provide effective and appropriate responses to survivors; and using our influence and networks to ensure survivors voices are heard and remain at the centre of any existing or developing interventions.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

We will continue to support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Act including the Welsh Government VAWDASV Strategy and Blueprint for Change.

We will continue to campaign for a strong and effective VAWG Strategy for England and Wales following the Domestic Abuse Act 2020 and with our sister federations in the UK maintain pressure on the criminal justice system to better respond to allegations and prosecution of crimes related to violence against women and girls.

We will continue to monitor the risks related to leaving the EU and to ensure negative impacts are mitigated and prioritised by government and commissioners.

Will continue to advocate to ensure Wales's strategy, legislation and international convention requirements are delivered. We will be ensuring that the diverse interests and experiences of our member services and of survivors remain at the centre of any approach to improve practice and prevent violence and abuse to ensure that no woman is left behind.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Trustees' responsibilities statement

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

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

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:



K Palmer – Chair



H Kell – Deputy Chair/ Treasurer

27 Nov 2024

27 Nov 2024

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid

Year ended 31 March 2024

Opinion

We have audited the financial statements of Welsh Women's Aid (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 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;
- 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 auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 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 charity'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.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2024

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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' exemptions from the requirement to prepare a strategic report.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2024

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all areas of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		2024	2023		
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	101,204	–	101,204	70,742
Charitable activities	6	74,745	3,083,727	3,158,472	3,160,587
Other trading activities	7	89,443	–	89,443	71,236
Total income		<u>265,392</u>	<u>3,083,727</u>	<u>3,349,119</u>	<u>3,302,565</u>
Expenditure					
Expenditure on charitable activities	8,9	531,074	3,073,744	3,604,818	3,319,421
Total expenditure		<u>531,074</u>	<u>3,073,744</u>	<u>3,604,818</u>	<u>3,319,421</u>
Net expenditure		<u>(265,682)</u>	<u>9,983</u>	<u>(255,699)</u>	<u>(16,856)</u>
Transfers between funds		27,948	(27,948)	–	–
Net movement in funds		<u>(237,734)</u>	<u>(17,965)</u>	<u>(255,699)</u>	<u>(16,856)</u>
Reconciliation of funds					
Total funds brought forward		759,551	371,903	1,131,454	1,148,310
Total funds carried forward		<u>521,817</u>	<u>353,938</u>	<u>875,755</u>	<u>1,131,454</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 26 to 45 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Position
31 March 2024

	Note	2024 £	£	2023 £
Fixed assets				
Tangible fixed assets	16		344,919	371,903
Current assets				
Debtors	17	650,118		768,197
Cash at bank and in hand		620,073		870,197
		1,270,191		1,638,394
Creditors: amounts falling due within one year	18	739,355		878,843
Net current assets			530,836	759,551
Total assets less current liabilities			875,755	1,131,454
Net assets			875,755	1,131,454
Funds of the charity				
Restricted funds			353,938	371,903
Unrestricted funds			521,817	759,551
Total charity funds	21		875,755	1,131,454

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

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:



K Palmer - Chair
Trustee

27 Nov 2024



H Kell - Deputy Chair/ Treasurer
Trustee

27 Nov 2024

The notes on pages 26 to 45 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net expenditure	(255,699)	(16,856)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	28,350	34,760
Interest payable and similar charges	84	108
Accrued (income)/expenses	(34,820)	104,913
<i>Changes in:</i>		
Trade and other debtors	118,079	(294,328)
Trade and other creditors	(104,668)	(560,983)
Cash generated from operations	(248,674)	(732,386)
Interest paid	(84)	(108)
Net cash used in operating activities	<u>(248,758)</u>	<u>(732,494)</u>
Cash flows from investing activities		
Purchase of tangible assets	(1,366)	(8,482)
Proceeds from sale of tangible assets	-	413
Net cash used in investing activities	<u>(1,366)</u>	<u>(8,069)</u>
Net decrease in cash and cash equivalents	(250,124)	(740,563)
Cash and cash equivalents at beginning of year	870,197	1,610,760
Cash and cash equivalents at end of year	<u>620,073</u>	<u>870,197</u>

The notes on pages 26 to 45 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Pendragon House, Caxton Place, Cardiff, CF23 8XE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis. The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold Property	-	2% p.a. Straight Line basis
Equipment	-	25% p.a. Straight Line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 20 members of the company (2023: 20 members).

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations	76,207	–	76,207
Legacies	10,000	–	10,000
Memberships	14,997	–	14,997
	<u>101,204</u>	<u>–</u>	<u>101,204</u>

Although there was no increase in the number of Welsh Women's Aid members in 2023/24, the membership fees increased due to some members reaching the threshold for the higher banding for fees,

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	57,592	–	57,592
Legacies	–	–	–
Memberships	13,150	–	13,150
	<u>70,742</u>	<u>–</u>	<u>70,742</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Services as part of direct charitable activities	9,910	–	9,910
Training income	26,459	21,000	47,459
Access to Work	–	–	–
ACE - HUB Funding – Change that Lasts	–	–	–
ACE WG Funding - Membership	–	–	–
Apprenticeship Scheme Development	–	4,999	4,999
Bystander Intervention Training - Train the trainer	–	–	–
CAF Sector Resilience Project	–	179,335	179,335
Cheshire DA Matters training	–	29,682	29,682
Esmee Fairbairn Foundation Funding	38,376	–	38,376
Home Office Children Affected by Domestic Abuse	–	1,016,912	1,016,912
Lincolnshire DA Matters training	–	–	–
Ministry of Justice ISVA IDVA	–	45,334	45,334
Moondance	–	30,204	30,204
Period Dignity Project	–	–	–
Sandwell Bystander	–	–	–
Sexual Violence Helpline	–	16,677	16,677
South Wales PCC Bystander Interventions	–	5,758	5,758
South Wales PCC Change that Lasts Project	–	314,257	314,257
South Wales PCC DA Matters	–	33,768	33,768
South Wales PCC Support	–	26,620	26,620
South Wales PCC Support and Female Offending Blueprint (TRN)	–	68,000	68,000
Swansea CBC Trusted Professional Training	–	–	–
Tampon Tax Sector Strength Cymru	–	–	–
The Sam & Bella Sebba Charitable Foundation	–	18,561	18,561
VAWDASV Blueprint Children and Young People - SSE	–	20,000	20,000
Waterloo Foundation Ask Me	–	32,190	32,190
WCVA 3rd Sector Resilience Fund for Wales	–	–	–
Welsh Government Ask & Act Training	–	45,000	45,000
Welsh Government Grant - Core Funding	–	640,231	640,231
Welsh Government Grant - Live Fear Free Helpline	–	516,317	516,317
Welsh Government - National Training Framework	–	18,882	18,882
Western Bay Ask Me	–	–	–
	<u>74,745</u>	<u>3,083,727</u>	<u>3,158,472</u>

The reported deficit in year is due to a significant drop in training income which has now been mitigated by a restructure of the Training Department and the planned expenditure on development activities delivered during the year funded from Designated Reserves. See Note 21.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable Activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Services as part of direct charitable activities	62,789	–	62,789
Training income	30,541	–	30,541
Access to Work	–	3,930	3,930
ACE - HUB Funding – Change that Lasts	–	48,591	48,591
ACE WG Funding - Membership	–	38,820	38,820
Apprenticeship Scheme Development	–	–	–
Bystander Intervention Training - Train the trainer	–	8,167	8,167
CAF Sector Resilience Project	–	197,634	197,634
Cheshire DA Matters training	–	19,206	19,206
Esmee Fairbairn Foundation Funding	123,979	–	123,979
Home Office Children Affected by Domestic Abuse	–	437,193	437,193
Lincolnshire DA Matters training	–	50,634	50,634
Ministry of Justice ISVA IDVA	–	–	–
Moondance	–	–	–
Period Dignity Project	–	35,000	35,000
Sandwell Bystander	–	4,175	4,175
Sexual Violence Helpline	–	71,923	71,923
South Wales PCC Bystander Interventions	–	16,452	16,452
South Wales PCC Change that Lasts Project	–	420,423	420,423
South Wales PCC DA Matters	–	31,356	31,356
South Wales PCC Support	–	–	–
South Wales PCC Support and Female Offending Blueprint (TRN)	–	117,912	117,912
Swansea CBC Trusted Professional Training	–	20,000	20,000
Tampon Tax Sector Strength Cymru	–	79,267	79,267
The Sam & Bella Sebba Charitable Foundation	–	–	–
VAWDASV Blueprint Children and Young PeopleYP -SSE	–	–	–
Waterloo Foundation Ask Me	–	2,089	2,089
WCVA 3rd Sector Resilience Fund for Wales	–	31,254	31,254
Welsh Government Ask & Act Training	–	42,650	42,650
Welsh Government Grant - Core Funding	–	661,386	661,386
Welsh Government Grant - Live Fear Free Helpline	–	525,924	525,924
Welsh Government - National Training Framework	–	19,290	19,290
Western Bay Ask Me	–	60,002	60,002
	<u>217,309</u>	<u>2,943,278</u>	<u>3,160,587</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

7. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Secondment of staff	89,203	–	89,203
Miscellaneous Income	–	–	–
Room Hire	240	–	240
	<u>89,443</u>	<u>–</u>	<u>89,443</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Secondment of staff	70,236	–	70,236
Miscellaneous Income	1,000	–	1,000
Room Hire	–	–	–
	<u>71,236</u>	<u>–</u>	<u>71,236</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Core Services	251,666	568,998	820,664
Training - External	207,563	–	207,563
ACE Hubs	–	–	–
Bystander Intervention Training: Train the trainer	–	–	–
CADA Ask Me	–	–	–
CAF - Sector Resilience Project	–	168,256	168,256
Cheshire DA Matters training	–	25,682	25,682
Esmee Fairbairn Foundation	38,376	–	38,376
Home Office Children Affected by Domestic Abuse	–	1,006,153	1,006,153
Lincolnshire DA Matters Training	–	–	–
MOJ ISVA IDVA	–	45,334	45,334
Moondance Foundation	–	29,500	29,500
Period Dignity Project	–	–	–
Rape Crisis Sexual Violence Helpline	–	15,590	15,590
Sam & Bella Sebba Foundation	–	6,168	6,168
Sandwell Bystander	–	–	–
South Wales PCC Bystander Interventions	–	5,628	5,628
South Wales PCC Change that lasts project	–	288,815	288,815
South Wales PCC DA Matters	–	30,454	30,454
South Wales PCC Support and Female Offending Blueprint	–	88,620	88,620
Swansea CBC Trusted Professional Training	–	–	–
SWPCC Training delivery	–	21,000	21,000
Tampon Tax Sector Strength Cymru	–	–	–
VAWDASV Blueprint Children and Young People SSE	–	20,000	20,000
Waterloo Foundation Ask Me	–	27,109	27,109
WCVA 3rd sector resilience fund for Wales	–	–	–
Welsh Government Ask & Act Training	–	38,687	38,687
Welsh Government Live Fear Free Helpline	–	451,340	451,340
Welsh Government National Training framework	–	16,740	16,740
Western Bay Ask Me	–	–	–
Support costs	33,469	219,670	253,139
	<u>531,074</u>	<u>3,073,744</u>	<u>3,604,818</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Core Services	190,093	606,815	796,908
Training - External	43,440	–	43,440
ACE Hubs	–	75,069	75,069
Bystander Intervention Training: Train the trainer	–	8,167	8,167
CAF - Sector Resilience Project	–	188,338	188,338
Cheshire DA Matters training	–	17,285	17,285
Esmee Fairbairn Foundation	125,235	–	125,235
Home Office Children Affected by Domestic Abuse	–	432,379	432,379
Lincolnshire DA Matters Training	–	45,571	45,571
MOJ ISVA IDVA	–	–	–
Moondance Foundation	–	–	–
Period Dignity Project	–	35,000	35,000
Rape Crisis Sexual Violence Helpline	–	71,923	71,923
Sam & Bella Sebba Foundation	–	–	–
Sandwell Bystander	–	4,175	4,175
South Wales PCC Bystander Interventions	–	16,452	16,452
South Wales PCC Change that lasts project	–	394,555	394,555
South Wales PCC DA Matters	–	24,843	24,843
South Wales PCC Support and Female Offending Blueprint	–	109,321	109,321
Swansea CBC Trusted Professional Training	–	18,000	18,000
SWPCC Training delivery	–	–	–
Tampon Tax Sector Strength Cymru	–	71,320	71,320
VAWDASV Blueprint Children and Young People SSE	–	–	–
Waterloo Foundation	–	1,089	1,089
WCVA 3rd sector resilience fund for Wales	–	30,433	30,433
Welsh Government Ask & Act Training	–	35,553	35,553
Welsh Government Live Fear Free Helpline	–	489,821	489,821
Welsh Government National Training framework	–	19,290	19,290
Western Bay Ask Me	–	54,002	54,002
Support costs	17,375	193,877	211,252
	<u>376,143</u>	<u>2,943,278</u>	<u>3,319,421</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Grant funding of activities	Support costs	Total funds 2024	Total fund 2023
	£	£	£	£	£
Core Services	820,664	–	99,729	920,393	862,945
Training - External	207,563	–	9,971	217,534	53,279
ACE Hubs	–	–	–	–	87,411
Bystander Intervention Training: Train the trainer	–	–	–	–	8,167
CAF - Sector Resilience Project	168,256	–	11,079	179,335	197,634
Cheshire DA Matters training	25,682	–	4,000	29,682	19,206
Esmee Fairbairn Foundation	38,376	–	–	38,376	125,235
Home Office Children Affected by Domestic Abuse	108,548	897,605	10,759	1,016,912	437,193
Lincolnshire DA Matters Training	–	–	–	–	50,634
MOJ ISVA IDVA	45,334	–	–	45,334	–
Moondance Foundation	29,500	–	704	30,204	–
Period Dignity Project	–	–	–	–	35,000
Rape Crisis Sexual Violence Helpline	15,590	–	1,088	16,678	71,923
Sam & Bella Sebba Foundation	6,168	–	2,410	8,578	–
Sandwell Bystander	–	–	–	–	4,175
South Wales PCC Bystander Interventions	5,628	–	130	5,758	16,452
South Wales PCC Change that lasts project	180,139	108,676	25,442	314,257	420,423
South Wales PCC DA Matters	30,454	–	3,314	33,768	31,356
South Wales PCC Support and Female Offending Blueprint	88,620	–	6,000	94,620	117,912
Swansea CBC Trusted Professional Training	–	–	–	–	20,000
SWPCC Training delivery	21,000	–	–	21,000	–
Tampon Tax Sector Strength Cymru	–	–	–	–	79,267
VAWDASV Blueprint Children and Young People SSE	20,000	–	–	20,000	–
Waterloo Foundation Ask Me	27,109	–	5,081	32,190	2,089
WCVA 3rd sector resilience fund for Wales	–	–	–	–	31,254
Welsh Government Ask & Act Training	38,687	–	6,313	45,000	42,650
Welsh Government Live Fear Free Helpline	451,340	–	64,977	516,317	525,924
Welsh Government National Training framework	16,740	–	2,142	18,882	19,290
Western Bay Ask Me	–	–	–	–	60,002
	<u>2,345,398</u>	<u>1,006,281</u>	<u>253,139</u>	<u>3,604,818</u>	<u>3,319,421</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

10. Analysis of support costs

	CAF - Sector Resilience Project £	Cheshire DA Matters £	Core £	Home Office - Children Affected by Domestic Abuse £	Rape crisis sexual violence helpline £	Moondance Foundation £	South Wales PCC DA Matters £	Sam & Bella Sebba Foundation £	South Wales PCC Bystander Interventions £
Staff costs	7,848	4,000	91,330	6,634	–	–	3,314	1,589	50
Other office costs	3,231	–	8,399	4,125	1,088	704	–	821	80
	<u>11,079</u>	<u>4,000</u>	<u>99,729</u>	<u>10,759</u>	<u>1,088</u>	<u>704</u>	<u>3,314</u>	<u>2,410</u>	<u>130</u>

	South Wales PCC Change that lasts project £	South Wales PCC Support and Female Offending Blueprint £	Training External £	Waterloo Foundation £	Welsh Government Ask & Act Training £	Welsh Government Live Fear Free Helpline £	Welsh Government Training Network £	Total 2024 £	Total 2023 £
Staff costs	15,923	–	1,500	3,236	4,000	26,000	1,888	138,784	
Other office costs	9,519	6,000	8,471	1,845	2,313	38,977	254	72,468	
	<u>25,442</u>	<u>6,000</u>	<u>9,971</u>	<u>5,081</u>	<u>6,313</u>	<u>64,977</u>	<u>2,142</u>	<u>211,252</u>	

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

11. Analysis of grants

	2024	2023
	£	£
Grants to institutions		
Grants to member institutions - Change that Lasts	108,676	205,264
Grants to institutions - Period Dignity Project	-	30,113
Grants to institutions - Home Office Children Affected by Domestic Abuse	897,605	384,243
	<u>1,006,281</u>	<u>619,620</u>
Total grants	<u>1,006,281</u>	<u>619,620</u>

12. Net expenditure

Net expenditure is stated after charging:

	2024	2023
	£	£
Depreciation of tangible fixed assets	28,350	34,760
Operating Leases	27,415	27,415
Audit fees (including VAT)	5,215	4,920
	<u>61,080</u>	<u>67,095</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	1,842,332	1,921,364
Social security costs	171,348	186,773
Employer contributions to pension plans	99,009	96,962
	<u>2,112,689</u>	<u>2,205,099</u>

The average head count of employees during the year was 69 (2023: 79). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Administrative staff	16	15
Service delivery	43	48
	<u>59</u>	<u>63</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2024	2023
	No.	No.
£60,000 to £69,999	-	1
£70,000 to £79,999	1	-
	<u>1</u>	<u>1</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

13. Staff costs *(continued)*

Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 1 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £83,174 (2023: £84,069).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2023: nil).

During the year there were expenses of £125 reimbursed to one trustee (2023: £203 to two trustees).

15. Transfers between funds

Net transfers detailed in note 21 relate to the transfer of depreciation charged on capital items during the year.

16. Tangible fixed assets

	Freehold Property £	Equipment £	Total £
Cost			
At 1 April 2023	439,672	135,924	575,596
Additions	–	1,366	1,366
Disposals	–	(17,717)	(17,717)
At 31 March 2024	439,672	119,573	559,245
Depreciation			
At 1 April 2023	96,436	107,257	203,693
Charge for the year	8,793	19,557	28,350
Disposals	–	(17,717)	(17,717)
At 31 March 2024	105,229	109,097	214,326
Carrying amount			
At 31 March 2024	334,443	10,476	344,919
At 31 March 2023	343,236	28,667	371,903

17. Debtors

	2024 £	2023 £
Trade debtors	328,865	421,499
Prepayments and accrued income	321,253	346,698
	650,118	768,197

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

18. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	370,828	342,029
Accruals and deferred income	326,643	479,167
Social security and other taxes	41,884	57,647
	<u>739,355</u>	<u>878,843</u>

19. Deferred income

	2024	2023
	£	£
At 1 April 2023	261,333	610,260
Amount released to income	(261,333)	(610,260)
Amount deferred in year	143,629	261,333
At 31 March 2024	<u>143,629</u>	<u>261,333</u>

Grant funding included within Deferred income and accruals as at 31 March 2024:

	2024	2023
	£	£
CAF	–	27,610
Development work public affairs	–	7,332
Disabilities Trust	3,650	3,650
Esmee Fairbairn	16,623	–
South Wales PCC Change that lasts project	89,545	81,654
South Wales PCC DA Matters	–	33,768
South Wales PCC Support children and young people blueprint	–	20,000
South Wales PCC Support and female offending blueprint	–	10,000
South Wales PCC Training	–	21,000
Training	5,600	–
The Big Give	2,775	13,218
The Sam and Bella Charitable trust	1,439	20,000
Waterloo Foundation	16,101	23,101
Welsh Government Live Fear Free Helpline	7,896	–
	<u>143,629</u>	<u>261,333</u>

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £99,009 (2023: £96,962).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Unrestricted Fund	651,551	265,392	(448,074)	52,948	521,817
Designated	108,000	–	(83,000)	(25,000)	–
	<u>759,551</u>	<u>265,392</u>	<u>(531,074)</u>	<u>27,948</u>	<u>521,817</u>

The reported deficit in year is due to a significant drop in forecast training income which has now been mitigated by a restructure of the Training Department and the planned expenditure on development activities delivered during the year funded from Designated Reserves. See Note 21.

Designated fund

There has been no designation of funds for future use. Of the designated reserves brought forward £83,000 reserves have been expended for development activities required to achieve the charity's objectives in 2023/24, made up of:

	2024
	£
Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Strategic Review	<u>15,000</u>
	<u>83,000</u>

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Unrestricted Fund	661,323	359,287	(376,143)	7,084	651,551
Designated	100,000	–	–	8,000	108,000
	<u>761,323</u>	<u>359,287</u>	<u>(376,143)</u>	<u>15,084</u>	<u>759,551</u>

Designated fund

Trustees have designated £108,000 reserves for development activities required to achieve the charity's objectives, made up of:

	£
Sector Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Marketing Change That Lasts Approach	10,000
Strategic Review	15,000
Research Project	15,000
	<u>108,000</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

21. Analysis of charitable funds *(continued)*

Restricted funds	At	Income	Expenditure	Transfers	At 31 March
	1 April 2023				2024
	£	£	£	£	£
ACE Hubs	–	–	–	–	–
Apprenticeship Scheme Development	–	4,999	(4,999)	–	–
Bystander Intervention Training train the trainer	–	–	–	–	–
CAF - Sector Resilience Project	–	179,335	(179,335)	–	–
Capital Equipment I.T.	28,667	–	–	(19,155)	9,512
Cheshire DA Matters training	–	29,682	(29,682)	–	–
Core Services	–	640,231	(640,231)	–	–
Home Office Children Affected by Domestic Abuse	–	1,016,912	(1,016,912)	–	–
Lincolnshire DA Matters Training	–	–	–	–	–
MOJ ISVA IDVA	–	45,334	(45,334)	–	–
Moondance Foundation	–	30,204	(30,204)	–	–
National Violence Against Women Centre of Excellence	343,236	–	–	(8,793)	334,443
Period Dignity Project	–	–	–	–	–
Rape Crisis Sexual Violence Helpline	–	16,677	(16,677)	–	–
Sam & Bella Sebba Foundation	–	18,561	(8,578)	–	9,983
Sandwell Bystander	–	–	–	–	–
South Wales PCC Bystander Interventions	–	5,758	(5,758)	–	–
South Wales PCC Change that lasts project	–	314,257	(314,257)	–	–
South Wales PCC DA Matters	–	33,768	(33,768)	–	–
South Wales PCC Support and Female Offending Blueprint	–	94,620	(94,620)	–	–
Swansea CBC Trusted Professional	–	–	–	–	–
SWPCC Training delivery	–	21,000	(21,000)	–	–
Tampon Tax – Sector Strength Cymru	–	–	–	–	–
VAWDASV Blueprint Children and Young People SSE	–	20,000	(20,000)	–	–
Waterloo Foundation Ask Me	–	32,190	(32,190)	–	–
WCVA 3rd Sector Resilience Fund for Wales	–	–	–	–	–
Welsh Government Ask & Act Training	–	45,000	(45,000)	–	–
Welsh Government Live Fear Free Helpline	–	516,317	(516,317)	–	–
Welsh Government National Training Framework	–	18,882	(18,882)	–	–
Western Bay Ask Me	–	–	–	–	–
	<u>371,903</u>	<u>3,083,727</u>	<u>(3,073,744)</u>	<u>(27,948)</u>	<u>353,938</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

21. Analysis of charitable funds *(continued)*

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
ACE Hubs	-	87,411	(87,411)	-	-
Apprenticeship Scheme Development	-	-	-	-	-
Bystander Intervention Training train the trainer	-	8,167	(8,167)	-	-
CAF - Sector Resilience Project	-	197,634	(197,634)	-	-
Capital Equipment I.T.	34,958	-	-	(6,291)	28,667
Cheshire DA Matters training	-	19,206	(19,206)	-	-
Core Services	-	665,316	(665,316)	-	-
Home Office Children Affected by Domestic Abuse	-	437,193	(437,193)	-	-
Lincolnshire DA Matters Training	-	50,634	(50,634)	-	-
MOJ ISVA IDVA	-	-	-	-	-
Moondance Foundation	-	-	-	-	-
National Violence Against Women Centre of Excellence	352,029	-	-	(8,793)	343,236
Period Dignity Project	-	35,000	(35,000)	-	-
Rape Crisis Sexual Violence Helpline	-	71,923	(71,923)	-	-
Sam & Bella Sebba Foundation	-	-	-	-	-
Sandwell Bystander	-	4,175	(4,175)	-	-
South Wales PCC Bystander Interventions	-	16,452	(16,452)	-	-
South Wales PCC Change that lasts project	-	420,423	(420,423)	-	-
South Wales PCC DA Matters	-	31,356	(31,356)	-	-
South Wales PCC Support and Female Offending Blueprint	-	117,912	(117,912)	-	-
Swansea CBC Trusted Professional	-	20,000	(20,000)	-	-
SWPCC Training delivery	-	-	-	-	-
Tampon Tax – Sector Strength Cymru	-	79,267	(79,267)	-	-
VAWDASV Blueprint CYP SSE	-	-	-	-	-
Waterloo Foundation Ask Me	-	2,089	(2,089)	-	-
WCVA 3rd Sector Resilience Fund for Wales	-	31,254	(31,254)	-	-
Welsh Government Ask & Act Training	-	42,650	(42,650)	-	-
Welsh Government Live Fear Free Helpline	-	525,924	(525,924)	-	-
Welsh Government National Training Framework	-	19,290	(19,290)	-	-
Western Bay Ask Me	-	60,002	(60,002)	-	-
	<u>386,987</u>	<u>2,943,278</u>	<u>(2,943,278)</u>	<u>(15,084)</u>	<u>371,903</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

21. Analysis of charitable funds *(continued)*

ACEs Hub - Development of Change that Lasts approach for children and young people

Apprenticeship Scheme Development for Level 4 Accredited Violence against Women, Domestic Abuse and Sexual Violence Qualification. Contribution from Welsh Government.

Bystander Intervention Training train the trainer to enable establishments to deliver the scheme directly to young people.

CAF - Sector Resilience Project to support survivor engagement and capacity building for members.

Capital Equipment - capital reserve related to the purchase of IT equipment.

Cheshire DA Matters training to Cheshire Police Force under College of Policing licence.

Welsh Government Core Services - providing support to Welsh Women's Aid membership, advice and consultation relating to policy and legislation, service development and research, representing the voice of specialist services, executive and organisational management.

Home Office Children Affected by Domestic Abuse Fund – Development of the Change that Lasts approach for children and young people.

Lincolnshire DA Matters training to Lincolnshire Police Force under College of Policing licence.

Ministry of Justice training for qualified ISVAs and IDVAs in Wales.

Moondance – Development of the Apprenticeship Scheme in Wales.

National Violence Against Women Centre of Excellence - capital reserve related to the purchase of Pendragon House.

Period Dignity Project funded by Welsh Government to provide period products in specialist service location in Wales.

Rape Crisis England and Wales – Wales contribution to Sexual Violence Helpline to support the implementation of the contract.

Sam & Bella Sebba Foundation funding for engagement and improvement of services to the deaf community.

Sandwell Bystander Intervention training for young people in the West Midlands.

South Wales PCC Bystander Training for young people in educational establishments.

South Wales PCC Change that Lasts - Additional funding to roll out the approach

South Wales DA Matters training to South Wales Force under College of Policing licence.

South Wales PCC - Female Offender Blueprint Training for professionals supporting survivors engaged in the criminal justice process.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

21. Analysis of charitable funds *(continued)*

Swansea CBC Change that Lasts Trusted Professional training for non-specialist professionals engaging with survivors and perpetrators.

South Wales PCC additional Domestic Abuse awareness training

Tampon Tax - Sector Strength Cymru funding to provide additional specialist response

Welsh Government VAWDASV Blueprint research into services provided to children and young people in Wales.

Waterloo Foundation – Role out of Change that Lasts Ask Me Community Project in North Wales

WCVA 3rd Sector Resilience Fund to support service development due to Covid 19

Training Ask and Act - Welsh Government funded training programme for relevant authorities under the Violence Against Women, Domestic Abuse and Sexual Violence National Training Framework.

Welsh Government Live Fear Free Helpline - national 24/7 helpline for survivors of violence against women, domestic abuse and sexual violence including women, men and children. Support for professionals working with survivors and advice to concerned members of the public.

Welsh Government National Training Framework for Group 6 Leaders.

Funding for the delivery of Change that Lasts Ask Me in Western Bay

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	964	343,955	344,919
Current assets	1,260,208	9,983	1,270,191
Creditors less than 1 year	(739,355)	–	(739,355)
Net assets	<u>521,817</u>	<u>353,938</u>	<u>875,755</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	–	371,903	371,903
Current assets	1,638,394	–	1,638,394
Creditors less than 1 year	(878,843)	–	(878,843)
Net assets	<u>759,551</u>	<u>371,903</u>	<u>1,131,454</u>

23. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	<u>870,197</u>	<u>(250,124)</u>	<u>620,073</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

24. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Later than 1 year and not later than 5 years	6,087	6,087
Later than 5 years	2,135	2,135
	<u>8,222</u>	<u>8,222</u>

25. Limitation of auditors liability

By way of a members' resolution dated 16th November 2023, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

26. Related parties

There were no related party transactions incurred during the year.

WELSH WOMEN'S AID

England & Wales - Charity number 1140962

Accounts

COMPANY REGISTRATION NUMBER: 07483469
CHARITY REGISTRATION NUMBER: 1140962

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
31 March 2023

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2023

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Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name Welsh Women's Aid

Charity registration number 1140962

Company registration number 07483469

Principal office and registered office Pendragon House
Caxton Place
Cardiff
CF23 8XE

The trustees

K Palmer - Chair
H Kell - Deputy Chair/ Treasurer
N Danson
V M Friis
J Wray (Retired 1 January 2023)
A Rodrigues
T Sadler-McGrath
R Christmas (Appointed 10 November 2022)

Auditor Jonathan Rhodes BSc BFP FCA
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Bankers Unity Trust Bank Plc
Nine Brindleyplace
Birmingham
B1 2HB

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

Governing document

Welsh Women's Aid is governed by a Memorandum and Articles of Association and was incorporated in January 2011. Welsh Women's Aid was registered as a charity in March 2011.

As a registered charity and a Company Limited by Guarantee, Welsh Women's Aid is required to report annually to both the Charity Commission and Companies House. In the event of the organisation winding up, its members are required to contribute an amount not exceeding £1. Welsh Women's Aid's current governing document was updated in December 2013.

Recruitment and Appointment of Trustees

The Directors of the company are also the charity trustees.

All Trustees are recruited in line with Welsh Women's Aid Trustee Recruitment and Selection Policy and procedural framework. The Board is able to decide how many vacancies there are subject to the maximum of twelve persons and minimum of three persons. At least four Trustees should be recruited from Welsh Women's Aid membership of specialist services.

All Trustees are appointed for the skills and experience that they bring and their ability to assist Welsh Women's Aid in meeting its charitable objects. Candidates for all Trustee positions are interviewed, references are sought, and the recruitment panel recommendations are agreed by the Board. Trustees are confirmed at the AGM.

All terms of office are for a period of 3 years. Trustees who serve a three-year term are eligible for re-appointment for one additional term.

Trustees have the power to co-opt additional board members, who must retire at the next AGM but may stand for re-election as a Trustee. When considering co-opting members, the Board has regard to the requirement for any specialist skills and knowledge, such as fundraising/funding, HR, understanding of domestic abuse and other forms of violence against women, children and young people.

In 2022/23 1 trustee stepped down and 1 trustee was appointed. A recruitment process will be run in 2023/24 to replace trustees due to come to the end of their tenure and those who have stepped down for other reasons.

Board of Trustees induction and training

All new Trustees are provided with Welsh Women's Aid's Memorandum and Articles, Governance Policy which sets out their roles and responsibilities, a copy of 'The Essential Trustee' provided by the Charity Commission, and are invited to discuss any queries with the Chair.

New members of the Board undergo a comprehensive induction programme to brief them on the work of Welsh Women's Aid, the history of the women's aid movement, their legal obligations as Trustees, the Board's decision making processes, the functioning and structure of services, the business plan and recent financial performance. During induction, new Trustees meet key employees and other Trustees. The Board is encouraged to participate in internal and external training events which will further their skills and knowledge in undertaking their roles. A skills audit is undertaken every two years to ensure that the Board has the right mix of skills and experience and the information to

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Year ended 31 March 2023

determine whether they need to recruit appropriately skilled external members.

Going Concern Assessment

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the Covid-19 pandemic and the possibility of future lockdowns, increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

The Board of Trustees meets quarterly and is supported by the Governance Sub-Group, Finance and Fundraising Sub-Group and HR and Employment Sub-Group to assist the decision making process by exploring risks and options in detail and scrutinising the quarterly reports prior to full Board meetings and, where appropriate, making recommendations to the Board. The Governance Sub-Group maintains oversight of the risk management process. Sub-Groups do not have decision making powers; they are a recommending body only.

Internal controls are made more robust by the existence of procedures for the authorisation of all transactions. Procedures are in place to ensure compliance with the Health and Safety of staff, Trustees, volunteers, clients and visitors to the organisation. These controls and procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Board. All significant new initiatives, major commitments and investment projects are subject to formal approval by the Board.

During 2022/23 no new critical strategic risks were identified during the year. Actions to mitigate risks related to the cost of living crisis; implications on specialist services and survivors of abuse of leaving the EU; and the reputational risk from a publicly raised concern by an external party related to a joint campaign lead by an associate organisation in 2020 continued successfully. Activities to mitigate the risks identified due to the Covid-19 pandemic and lockdown restrictions on survivors continued throughout 2022/23 with service delivery impact monitored. We continue to work with services, key stakeholders and funders to address the increase in demand for access to specialist services which has not reduced since the pandemic.

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Structure, governance and management *(continued)*

Organisational Structure and Management

The responsibility for the day to day management and delivery of services to meet the charity's objects is delegated to the Chief Executive Officer (CEO) and Senior Management Team (SMT).

The SMT shares the responsibility for reporting to the Board with the CEO, in relation to the management and implementation of the organisation's strategy, its priorities, progress reports on its operational plan, its financial position and risk management procedures. Each member of the SMT is responsible for elements of the Strategic Delivery Plan.

Welsh Women's Aid staff remuneration is aligned to the NJC pay scales based on the evaluation of appointed roles. Application of cost of living pay increases are subject to funding and approval by trustees.

Objectives and activities

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities

The Welsh Women's Aid charitable objects are for the benefit of the community:

To promote the relief of distress and suffering experienced by, in particular but not exclusively, any women or her children from differing social groups who have or are experiencing domestic abuse and all other forms of 'violence against women', including the wider social and economic impacts.

Welsh Women's Aid is a national violence against women, domestic abuse and sexual violence (VAWDASV) membership organisation, with over 40 years of experience in campaigning, shaping and influencing policy to be prioritised by government. Welsh Women's Aid represents and supports a federation of local independent charities delivering specialist violence against women, domestic abuse and sexual violence women prevention services in Wales, as part of a UK network of provision. Welsh Women's Aid works to to achieve improvements in national policy and practice for the benefit of members of the women's aid movement and others working in this area, and most importantly, their primary service users: women, children and young people experiencing domestic abuse, sexual violence and other forms of violence against women.

Our 5 Year Strategy 2019-24 which sets out our vision, mission, values and planned activities in more detail is available on our website.

Our Vision: A world in which women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so achieve independence, freedom and liberation from oppression.

Our Values: We are feminist and value diversity of lived experiences

We promote integrity: We are accountable, and place survivors' voices and their lived experiences central to our work. We encourage respect, transparency and learning from experience, we challenge misuse of power and promote social responsibility in all we do.

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Year ended 31 March 2023

Objectives and activities *(continued)*

We collaborate: We work with survivors, specialist services, other organisations, individuals and communities, to capacity-build services and to evidence and deliver what works in preventing violence against women, domestic abuse and sexual violence.

We empower: We advocate a rights-based approach so that all women and children can achieve their full potential, and we promote services led by and for women/minoritised groups as being vital to meeting needs and to achieving social, economic and political liberation from patriarchy, racism, and other oppressions.

We transform: We are committed to challenging inequalities and discrimination, to combining high-quality services with activism for social change, and building a movement that ends violence against women and girls and liberates women and girls from multiple and intersecting oppressions to benefit everyone.

Objectives and Priorities in 2022/23

Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

We are committed to primary prevention, which involves education to change attitudes and perceptions, to prevent abuse from happening in the first place. It can be targeted universally or at specific groups, such as children or members of a particular community. Prevention work requires a commitment to challenging and changing the social and cultural norms, systems and structures that perpetuate abuse, harms and inequalities. Prevention work also needs to address the fact that violence against women and girls is structural and one of the social mechanisms that forces the subordination of women and girls in society. For this reason, working to further women's and girls' liberation, to challenge and dismantle gendered social norms and expectations, and to dismantle patriarchy and other systems of oppression is a key means of achieving its prevention.

Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time:

We are committed to providing excellent member services and support which helps specialist services deliver quality provision, as centres of excellence in their communities. Effective provision is dependent on identifying as early as possible those who are likely to experience abuse, and to provide high quality resources and support to prevent further abuse and reduce its impact ("secondary prevention"). Effective provision is also dependent on providing longer term support and advocacy to reduce the trauma and harm caused by more prolonged exposure to violence and abuse, which is often cumulative for women and girls ("tertiary prevention").

Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

Objectives and activities *(continued)*

We are committed to amplifying the diverse experiences of survivors and to developing and collaborating in partnership in a way that upholds our values and demonstrates mutual respect, transparency, honesty and integrity, which underpins all our work. By focusing on collaboration to improve responses for those who experience multiple discrimination - black and minoritised women, lesbians, disabled women, migrant women, young people, older women, trans women - we aim to improve access to support and justice for all survivors of abuse.

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Year ended 31 March 2023

ENSURING OUR WORK DELIVERS OUR AIMS

All staff and Trustees are active in reviewing progress and achievements on a monthly and quarterly basis, as well as reviewing delivery against strategic objectives on an annual basis.

A robust review process helps Welsh Women's Aid to ensure aims, objectives and activities remain focused on charity objects, in accordance with charity commission guidance. The trustees set a list of key performance indicators against which progress is assessed at a strategic level against the Welsh Women's Aid strategic objectives allowing scrutiny and corrective action to be taken where necessary.

Achievements and performance

REVIEW OF ACTIVITIES AND HOW WE DELIVER PUBLIC BENEFIT

Progress and achievements in 2022/23

The impact of the Covid-19 Pandemic continued to be felt in 2022/23 exacerbated by the cost-of-living crisis which inflicted severe economic pressure on survivors and specialist services alike, restricting access to help and support for victims and survivors of violence against women, domestic abuse and sexual violence. The sector has had to adapt to the conditions and find new ways to provide life-saving services whilst experiencing increased costs and recruitment and retention issues.

Throughout the Covid-19 Pandemic increase in demand for VAWDASV services was evidenced and this demand has not diminished since.

Welsh Women's Aid had a very challenging but also successful year in 2022/23. As with many organisations our operations continued to be delivered online with staff working from home as part of a hybrid working arrangement. We have redirected resources to increase engagement with government and statutory services, promoted specialist services to survivors and the wider public, produced resources for our members, the wider VAWDASV sector and bystanders and raised awareness of the impact on people subject to gender-based violence and worked to increase funding for the sector in Wales.

We have successfully extended our influence in Wales, UK and internationally by engaging with local government, Welsh Government, Westminster and the European structures to talk about the importance of addressing violence against women and our approach through the Change that Lasts model. Our standing as a leading light on violence against women has increased and we have further developed Change that Lasts which provides a holistic approach to responding, supporting and preventing domestic abuse, sexual violence and all forms of violence against women, including response to perpetrators of abuse. We have supported our membership with capacity building support, our roll out of National Quality Service Standards, briefings and other bespoke support and advocacy.

Fundraising

During 2022/23, Welsh Women's Aid received donations totalling £57,592. Funds were raised from a wide range of supporters including first time donations, payroll giving and community fundraising. Opportunities to engage in fundraising activities increased during the year due to the lifting of Covid restrictions, however, the cost of living crisis has reduced peoples' disposable income and ability to engage in fundraising activities. Awareness raising and campaigning successfully increased our visibility in order to keep gender-based violence in the public discourse.

We successfully secured funding to continue existing service delivery, roll out our training and Change that Lasts approach and increase access to funding for our Membership.

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Achievements and performance *(continued)*

Through the action of our capacity-building programme and by working in collaboration with our members, we were able to fundraise a total of £619,620 from statutory sources, trusts and foundations. This support has been invaluable during a period where services continue to experience additional pressure including increased referrals and service demands.

Of note, we were awarded £507,513 from the Tampon Tax Fund in 2021/22 for our Sector Strength Cymru project. This funding was onward granted to nine member services to enable new projects ranging from survivor participation work and community support programmes, through to a new dispersed refuge unit. These projects were completed in 2022/23.

During 2022/23 we were awarded £2,564,700 for projects relating to Children Effected by Domestic Abuse. The funding is predominantly for frontline member services provision and ends in March 2025.

Data protection

In 2022/23 we continued our work to maintain the highest standard of data protection and compliance with the GDPR legislation. To that end all staff have received annual GDPR training, we carried out an annual data audit and our Data Protection Working Group meets quarterly to address any improvements or new requirements. New legislation is due in 2023/24.

Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

Website and Social Media:

Welsh Women's Aid continues to conduct a mixture of online and in person events, taking advantage of the accessibility and ease of online events, which have been massively expanded both in this organisation and in wider society after COVID-19. WWA increased our online and social media presence across all platforms. Posts receiving high levels of engagement included "Non-Fatal Strangulation", "Maybe she's not that into you" and "Big Give Fundraiser". We continued our Let's Talk About series of awareness raising activities including Instagram Lives and other social media activities. We continued to promote the Live Fear Free Helpline and highlight local specialist services.

Events:

This year, we organised a number of intersectional events including grassroots artists to develop artwork that depicts the impact of sexual harassment on women and girls, informative events for BAME women and their children, gypsy and travellers community and a trans-inclusion project to promote specialist support services and the Live Fear Free Helpline.

Campaigns:

Our high-profile awareness campaigns focused on survivor wellbeing to mark the International Day to Eliminate Violence against Women and the preceding 16 Days of Activism helped generate additional participation in our other major campaign, the Big Give campaign. The Big Give Campaign involved our 100+ survivor network generating media communications that highlighted the needs of survivors in Wales, raising both awareness and money. We also delivered initiatives for Sexual Violence Awareness Week, Pride Month, Responsible Journalism and "Maybe she's not that into you" public sexual harassment.

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Year ended 31 March 2023

Achievements and performance *(continued)*

Business Engagement:

In 2022/23, in line with our Change that Lasts, needs led approach ensured that organisations received a tailored experience with Welsh Women's Aid. This resulted in businesses being connected with different areas of our work depending on their needs, skill set and resources. We had four active Organisational Supporters within this timeframe. Other organisations opted for other routes and were referred on to different areas of the organisation such as fundraising and training. We also ran a webinar on 'How Employers can stand with survivors' which received incredibly positive feedback, with event attendees rating their confidence in 'knowledge of how employers and workplaces can stand with survivors' as a 3/10 before vs a 7/10 after this introductory webinar.

Children and Young People:

WWA secured funding from the Home Office to develop the Change that Lasts whole systems approach for children and young people including provision of trauma-informed, needs-led, strengths-based support services by our local member services and community-based prevention programme, Ask Me.

WWA carried out a literature review and research project looking at trauma informed service provision for children and young people effected by VAWDASV in Wales. Children and Young People workers were interviewed to understand their experiences and the gaps in provision and services in Wales. This has culminated in our published report entitled 'Forgotten Youth: Gaps in Service Provision for Children and Young People'.

We continued to offer expertise and information when called upon relating to the Relationships and Sex Education implementation in Wales. We liaised with the Welsh Government's Education department around the cultural concerns the policy was raising, specifically around supporting trans, non-binary and gender questioning children, to develop supplementary guidance.

Change that Lasts - Whole Systems Model for Prevention, Response and Support for VAWDASV: We have continued to work to deliver the Change That Lasts model with our colleagues across Wales extending the approach from Cardiff and the Vale of Glamorgan, Western Bay, Cwm Taff and North Wales. Evaluation of the Change that Lasts approach demonstrated encouraging outcomes for primary prevention in communities, learning opportunities for trusted professionals interested in improving their response to survivors and specialist support services for survivors and perpetrators of violence against women.

The Ask Me Community includes 100 members who signposted 233 survivors to specialist support, spoke to 1,006 community members and reached 7,437 people on social media during this year. WWA's Inclusion Project, recruiting three community engagement officers to engage with the Trans, Deaf and BME communities to review Ask Me training materials and ensure they are relevant to the lived experiences of these communities.

15 Trusted Professional events were run in the year, with 118 delegates attending from both public and third sectors from across the South Wales area.

CLEAR was designed to address a gap in provision for men who in the past, have had little or no intervention and struggle to understand or describe their abusive behaviour. These men may identify that there is 'a problem' within their intimate relationships and are motivated to change but are not yet disclosing or taking responsibility for their abusive behaviour. CLEAR is available in Cardiff and the Vale, Neath Port Talbot, and will soon be rolled out in Cwm Taff. 71 referrals were received during the year.

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Achievements and performance *(continued)*

Running in parallel with CLEAR, has been the Integrated Specialist Survivor (ISS) support for current/ex-partners and their children. Partners/ex-partners of men attending CLEAR are referred onto specialist survivor services which offers needs-led, strengths based, trauma informed support.

Bystander Intervention Initiative:

This initiative empowers communities to intervene proactively to stop gender-based violence and abuse. The programme is based on Social Norms Theory and intends to help students identify problematic situations, assume responsibility, and intervene safely. This year, Bystander Intervention Training was delivered to 112 (40% increase on the previous year). We also developed and ran a Bystander Intervention Train the Trainer, which was delivered to 16 learners including students and university staff from across Wales.

Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time.

WWA Specialist VAWDASV Service Membership:

WWA has established regular membership meetings to provide ongoing peer support. These aim to identify issues in the wider sector, offer support, escalate concerns to Welsh Government and to focus on specific areas of work, such as the Renting Homes Act and supporting survivors with No Recourse to Public Funds (NRPF). It also allows us to gather anecdotal evidence from specialist services to inform policy or other meetings.

11 member meetings were held in the year including content-driven meetings on designated topics of interest including 2 Renting Homes Act forums, 4 Children and Young People forums and 52 Key Lead meetings.

This year we have facilitated workshops, seminars and practice development sessions, largely aimed at members but for some events other organisations also participated. Subjects included: Workplace Harassment and Domestic Abuse, Companion Animals and Domestic Abuse, Supporting Survivors with No Recourse to Public Funds, Needs-Led Strength-Based Trauma-informed Practice, Renting Homes Act and Responding to Deaf Survivors. This is not an exhaustive list but highlights the variety of member training work we undertake.

Capacity building for frontline services within the sector is a vital aspect of WWA's work. We are proud of all the work undertaken this year, as we have continued to support our member organisations with consultancy and staff support, grant funding bids, preparation for NQSS assessment, effective engagement with Survivors, social media, monitoring and evaluation, website development and marketing.

Other work within our membership team has focused on sexual violence and exploitation. It has remained ongoing into 2023-24 with the Violence Prevention Unit (VPU) and other specialist organisations to review data monitoring, specifically relating to sexual exploitation. This work had begun in 2022/23 with FOI requests to Local Authorities, Policing Areas and Health Boards, with the information to be collated into a report and recommendations to be made as part of the All-Wales Operational Group for Sexually Exploited Women work plan. The group met 4 times culminating in a virtual event called Defining Adult Sexual Exploitation: Reducing stigma and raising awareness.

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Year ended 31 March 2023

Achievements and performance *(continued)*

National Quality Service Standards:

In the year we updated NQSS to include recommendations from Race Council Cymru and updated Assessors Guidance Manual and report framework for clarity and improved usability. At the end of the previous financial year we aligned standards with IAQF (implementation of new standards launch event 31st March 2022). Two members services successfully gained accreditation on the new standards, whilst we currently have one member going through this cycle. The NQSS Panel member handbook was developed and our Head of Services and Survivor Engagement wrote to commissioners within LA's, PCC's, Health to highlight how standards improve overall service delivery.

Fundraising-Focussed Support:

Our quarterly Fundraising Network meetings saw increasing attendance during 2022/23. We also used this forum to host a session with WCVA focused on the development of an action plan that will lead to improved, and better coordinated fundraising support in Wales. During the year, we continued to provide a fortnightly round-up of funding opportunities as well as respond to individual support requests from members. Support activities included providing letters of support in respect of funding applications, sharing useful fundraising templates, making introductions to potential supporters, co-ordinating gift in kind donations, and conducting research on project-specific funding options.

Live Fear Free Helpline:

2022/23 year has been the first year under the new Welsh Government contract and the implementation of new call handling and data management systems, producing more detailed data about those who contact the helpline. This has meant that the data is not directly comparable to the previous year. However, the new system has meant that responding to ad hoc topical enquiries has been far simpler. The Helpline worked in partnership with Rape Crisis England and Wales to implement the Home Office funded Rape and Sexual Abuse Support Helpline.

The Live Fear Free Helpline recorded 34,348 incoming and outgoing contacts during the year. This consisted of 18,432 incoming calls, 11,076 outgoing calls, 2,822 webchats, 876 emails, 655 SMS threads and 487 voicemails. The strike rate (rate of incoming calls answered within 30 seconds) remained at 95.6% throughout the year, demonstrating the remarkably high pick up of calls. We continue to organise the helpline advocates shifts to maintain coverage during peak times so the helpline is staffed to meet caller demand.

Talk time and call handling time increased by more than 60% throughout the year, which reflects the complexity of calls that advocates are dealing with. Having increased significantly during the Covid Pandemic, safeguarding referrals reduced in 2022/23 from 63 to 39, however this is still higher than pre-pandemic levels.

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Year ended 31 March 2023

Achievements and performance *(continued)*

National Training Partnership:

The Welsh Women's Aid Training Centre of Excellence provides accredited and non-accredited training courses delivered by expert and specialist trainers from the VAWDASV sector in Wales.

The team continued working to develop online training whilst delivering in person where conditions allowed. In the year we delivered training and accredited continuous professional development (CPD) courses to 2251 practitioners in 22 different areas of violence against women, domestic abuse, and sexual violence courses - this was a 27% increase from the previous year.

We developed three new courses in response to member services requests including How to Advocate Effectively for VAWDASV Survivors, Intersectionality in Leadership and Understanding Economic Abuse.

We reviewed our eLearning training offer and developed an additional content bringing the number of courses available to 8 and we began developing a new learner management system (Moodle).

Across the year, we trained learners from across our membership of specialist services, practitioners across public service and third sector, Police and Probation. We were also successful in securing the continuation of Welsh Government National Training Framework Contracts for Ask and Act and Strategic Leaders.

WWA delivered Level 3 Certificate in Preventing and Tackling Domestic and Sexual Abuse to learners across Wales. The Level 3 certificate is a nationally recognized qualification endorsed by the Home Office as suitable for an IDVA (Independent Domestic Violence Advisor) role. In addition, staff from member organisations were able to access Independent sexual Violence Adviser (ISVA) training.

Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

Welsh Women's Aid Federation:

Welsh Women's Aid is a federation of specialist services, survivors, campaigners and allies across Wales. Some of our member services are small local specialist providers and others are regional or national in their scope. The support provided by these organisations is diverse and includes delivery of refuge-based support, rape crisis support, community and outreach support for women, children and young people, and men across Wales.

Despite their vital importance, many of our services operate in an uncertain environment having to compete for funding that is often delivered in short-term yearly cycles. Welsh Women's Aid provide bespoke assistance to each of our 20 members to ensure that their vital work continues uninterrupted and unburdened by external restrictions.

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Year ended 31 March 2023

Achievements and performance *(continued)*

Some of the ways in which we did this in 2022-23 are:

- Access to National Quality Service standards
- Members' meetings, workshops and practice sessions
- Access to information via newsletters, policy updates, funding and networking opportunities, and research requests
- Recruitment support
- Representation of our Members with regard to changes in legislation and government policy. A key focus throughout this year has been on housing and the impact of the Welsh Government's Renting Homes Act, highlighting the negative impact of the Renting Homes Act Wales on survivors and services.
- Capacity Building Programme for frontline services within the sector. This year, we have continued to support our member organisations with consultancy and staff support, grant funding bids, preparation for NQSS assessment, effective engagement with Survivors, sexual violence and exploitation and monitoring and evaluation.
- Fundraising Network Group providing support to members through meetings for fundraisers to facilitate peer support, shared knowledge and best practice, funding updates, application advice and access to corporate and other donations.

Survivor Participation:

WWA has over 100 survivors in the Survivors Network, providing survivors who have escaped abusive situations with vital support from peers, as well as enabling them to take part in a range of activities to improve service provision, influence policy and raise awareness with the wider population and media.

Survivors in the Survivors Network have the opportunity to respond to policy or research consultations where they can use their lived experience expertise to give valuable input and insight. Contributions from the Survivor Network during 2022/23 included consultations on Home Office Perpetrator Standards, Welsh VAWDASV Strategy, Unwanted contact from prisoners, Domestic Violence Disclosure Scheme - Draft statutory guidance, Women's experiences of the CJS in Wales, Home Office consultation on creating a public offence of sexual harassment, Draft Asylum Seekers, Refugees, and Migrants Mental Health working group proposal.

The Survivors Network took part in research with The Disability Trust that examines Brain Injuries in the context of domestic abuse, research including service provisions in A&E and the Senedd Committee on prevalence of gender-based violence.

The Survivors Network also aims to have a wide-reaching impact on those who are part of it including, training for survivors of abuse to re-enter the workplace for those with language barriers and assistance with the development of training packages for front line workers and other professionals. 4 survivors from the Network took up roles within the Sector.

Awareness raising activity included Polish community, Fighting with Pride members and community

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Year ended 31 March 2023

Achievements and performance *(continued)*

hubs in South Wales, internationally attending a WAVE conference in Prague where they met with a Latvian Survivors Group who shared experiences and delivered a workshop named 'Engaging with Survivors' to survivors and professionals from 37 countries.

VAWDASV partnership work to influence the National Agenda:

In the last year, we have continued raising our profile and the profile of Welsh survivors both in Westminster and in the Senedd. The continuation of online working allowed us to attend more meetings than was possible prior to the pandemic. As in previous years, we have engaged with organisations such as the Home Office, the Ministry of Justice, Crown Prosecution Service, Probation and Police services in Wales and across the UK.

We continue to work with colleagues from across devolved and non-devolved public and specialist sectors to plan and implement an effective post-COVID-19 response and joined national partners to shape the development of the Welsh Government's new VAWDASV Strategy and the new UK VAWG strategy.

Welsh Women's Aid worked in close partnership with UK-wide VAWDASV organisations this year, attending meetings with the Domestic Abuse Commissioner to provide data and feedback on the needs of survivors and specialist services in Wales.

We collaborated with sister organisations in England to respond to the introduction of the Domestic Abuse Act. We represent the VAWDASV Sector in Wales to advise non-devolved agencies in the Criminal Justice System (police, CPS and Courts) and devolved agencies in Wales to improve their practice and response to VAWDASV. We continue to work alongside ERAW, Rape Crisis and Imkaan as well as Women's Aid Federations to build capacity of the specialist sector to respond to increased demand and awareness.

Welsh Women's Aid has continued to support the Welsh Government VAWDASV response by providing advice on the implementation of the new VAWDASV Strategy for Wales, the need to provide an effective response for survivors with No Recourse to Public Funds and feedback on the latest campaign concepts.

Throughout this year, we have taken part in both online and in-person events, ensuring representation for specialist services in Wales across several stakeholder meetings with Welsh Government, Ministry of Justice, Home Office, and Policing. We have informed the development of initiatives and campaigns such as 'No Grey Area', 'Women for Women Refugees', '16 Days of Activism', and 'Call Out Only', as well as taking part in activism surrounding International Women's Day and Sexual Violence Awareness Week. Regular monthly Live Fear Free Helpline data is shared with stakeholders across Welsh Government, UK Government, Policing, and Public Health.

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Year ended 31 March 2023

Achievements and performance *(continued)*

WWA continued to engage with the Relationships and Sex Education (RSE) working group providing VAWDASV expertise on the drafting of the RSE Code and worked with NSPCC, Stonewall Cymru, Cardiff University and Brook Cymru, and engaged BAWSO and Ethnic Minorities & Youth Support Team to produce a briefing for MSs on RSE and the curriculum bill.

Research, National Data Gathering and Reporting:

We continued to collect and collate data from our members on a quarterly basis to inform service development and support funding applications and campaigns. This year, instead of our annual State of the Sector report, WWA produced a report using membership, Live Fear Free Helpline and survivor data, as well as sector specific salary data to detail how numerous economic, social, and political factors are intersecting to create a 'perfect storm', which is hindering service delivery. It highlights how Covid-19, Brexit, high service demand, a lack of sustainable funding and the Cost-of-Living crisis are impacting frontline workers and those that seek help.

We have contributed to and are on the core working group for the newly established VAWDASV Research Network launched by the University of South Wales and we are participants in and members of the core working group for a Group Concept Mapping (GCM) study which aims to set out the VAWDASV research priorities for Wales.

We supported at least 33 researchers from Wales and across the UK including academics from University of Cambridge, University of South Wales University. As part of this, we support students with recruitment, access to data, and provide guidance on conducting ethical research projects with survivors and stakeholders from the sector.

Throughout the year, we collected a variety of feedback and views from staff, survivors, professionals, and services. We provided feedback and national data from Wales for external reports including Office for National Statistics Domestic Abuse in England and Wales Overview; WAVE 2020/21 national and international reports; and Wales Violence Prevention Unit Quarterly Publication.

Intersectionality and Inclusion:

Welsh Women's Aid has continued its internal Intersectional Action Group throughout 2022/23, aiming to address intersectional barriers in the VAWDASV sector, particularly those that impact individuals facing multiple disadvantage. The group continues to scrutinise internal procedures and policies, and work maintain a collaborative Glossary of Terms.

Specific intersectional and equality work in 2022/23 included Sexually Exploited Women, the impact of the Renting Homes Act on women's refuges, Deaf Community, Autism and Neurodiversity, Racial discrimination (No Recourse to Public Funds, Supporting Migrants) in partnership with Bawso, LGBT* Pride celebrations and RSE implementation.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

In 2022/23 the organisation had an in year deficit of £16,856. Restricted funds decreased by £15,084. As at 31 March 2023 the charity reported retained funds of £1,131,454. Represented by; £759,551 of unrestricted funds and £371,903 of restricted funds.

Trustees have designated £108,000 reserves for development activities required to achieve the charity's objectives, made up of:

	2023
	£
Sector Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Marketing Change That Lasts Approach	10,000
Strategic Review	15,000
Research Project	15,000
	<u>108,000</u>

The majority of the organisation's income is grant funded and we recognise the need to build a suitable level of reserves to meet the needs of the charity. We have a Reserves Policy which assesses the level of unrestricted reserves required to meet costs of closure, foreseeable exceptional expenditure and temporary reductions in funding. The current level of unrestricted reserves are adequate to meet the Reserves Policy.

The Welsh Government is the principal funder providing 39% of the charity's income for continuing operations. The remaining income is from a variety of sources including donations, member subscriptions, foundations and other public sector bodies.

We'd like to take this opportunity to thank our funders, members, donors and organisational supporters for the contributions they make to the important work we do with particular recognition to the survivors, ambassadors and allies without whom our objective of eradicating violence against women in all its forms, would not be possible.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

PLANS FOR FUTURE PERIOD 2023/24

2023/24 will be the fifth year of our 5 Year Strategy delivery and we will work with our members, survivors and stakeholders to create the next 5 Year Strategy. We will continue with our work to promote the social and cultural change needed to end violence against women, domestic abuse and sexual violence, that unites us with our funders, supporters, and the communities we serve. Our national federation has a shared vision, value-base and approach, and investment into a federated structure provides the combined impact of individual charities with the benefit of collective impact, resilience and strength as a movement. Together, we provide a strong, well-developed and cohesive programme of local, regional and national work that benefits survivors and creates a safer, healthier, more equal and violence-free future for everyone.

Our Strategy and delivery align with the Well-being of Future Generations framework in Wales by adopting a long-term approach that focuses on prevention, prioritising collaboration and integration, and centring the involvement of survivors, members, services and stakeholders.

In 2023/24 our work will continue to focus on our strategic priorities:

- Preventing violence against women, domestic abuse and sexual violence from happening in the first place
- Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time
- Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts

Our priorities for 2023/24 will be to ensure:

That violence against women, domestic abuse and sexual violence remains a top priority for government during and following the Covid-19 Pandemic regardless of the risks of economic downturn, future surges in demand and any impact of cost of living increases or geopolitical impact.

Internally, we will also work to ensure our overall efficiency and effectiveness is improved, we lead on evidence-based services, our capacity, fundraising and supporter base is increased, we enhance and improve delivery and impact of direct services, and strengthen our internal and external communications.

This will include, for example, providing member services with bespoke support and making sure that survivors get the help and support they need, through providing training, guidance and toolkits, that support professionals to provide effective and appropriate responses to survivors; and using our influence and networks to ensure survivors voices are heard and remain at the centre of any existing or developing interventions.

We will continue to support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Act including the Welsh Government VAWDASV Strategy and Blueprint for Change.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

We will continue to campaign for a strong and effective VAWG Strategy for England and Wales following the Domestic Abuse Act 2020 and with our sister federations in the UK maintain pressure on the criminal justice system to better respond to allegations and prosecution of crimes related to violence against women and girls.

We will continue to monitor the risks related to leaving the EU and to ensure negative impacts are mitigated and prioritised by government and commissioners.

Will continue to advocate to ensure Wales's strategy, legislation and international convention requirements are delivered. We will be ensuring that the diverse interests and experiences of our member services and of survivors remain at the centre of any approach to improve practice and prevent violence and abuse to ensure that no woman is left behind.

Trustees' responsibilities statement

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

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

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report was approved on 16-11-23 and signed on behalf of the board of trustees by:

K Palmer - Chair



H Kell – Deputy Chair/ Treasurer



Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid

Year ended 31 March 2023

Opinion

We have audited the financial statements of Welsh Women's Aid (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity'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;
- 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 auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 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 charity'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.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2023

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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' exemptions from the requirement to prepare a strategic report.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2023

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2023

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

16 Nov 2023

Welsh Women's Aid

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	5	70,742	–	70,742	64,880
Charitable activities	6	217,309	2,943,278	3,160,587	3,024,549
Other trading activities	7	71,236	–	71,236	55,602
Other income	8	–	–	–	512
Total income		<u>359,287</u>	<u>2,943,278</u>	<u>3,302,565</u>	<u>3,145,543</u>
Expenditure					
Expenditure on charitable activities	9,10	376,143	2,943,278	3,319,421	3,087,975
Total expenditure		<u>376,143</u>	<u>2,943,278</u>	<u>3,319,421</u>	<u>3,087,975</u>
Net (expenditure)/income		<u>(16,856)</u>	<u>–</u>	<u>(16,856)</u>	<u>57,568</u>
Transfers between funds		15,084	(15,084)	–	–
Net movement in funds		<u>(1,772)</u>	<u>(15,084)</u>	<u>(16,856)</u>	<u>57,568</u>
Reconciliation of funds					
Total funds brought forward		761,323	386,987	1,148,310	1,090,742
Total funds carried forward		<u>759,551</u>	<u>371,903</u>	<u>1,131,454</u>	<u>1,148,310</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 28 to 48 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Fixed assets				
Tangible fixed assets	17		371,903	398,594
Current assets				
Debtors	18	768,197		473,869
Cash at bank and in hand		870,197		1,610,760
		<u>1,638,394</u>		<u>2,084,629</u>
Creditors: amounts falling due within one year	19	<u>878,843</u>		<u>1,311,768</u>
Net current assets			<u>759,551</u>	<u>772,861</u>
Total assets less current liabilities			<u>1,131,454</u>	<u>1,171,455</u>
Creditors: amounts falling due after more than one year	20		–	23,145
Net assets			<u>1,131,454</u>	<u>1,148,310</u>
Funds of the charity				
Restricted funds			371,903	386,987
Unrestricted funds			759,551	761,323
Total charity funds	23		<u>1,131,454</u>	<u>1,148,310</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 16-11-23, and are signed on behalf of the board by:



K Palmer - Chair
Trustee



H Kell - Deputy Chair/ Treasurer
Trustee

The notes on pages 28 to 48 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net (expenditure)/income	(16,856)	57,568
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	34,760	32,851
Interest payable and similar charges	108	102
Accrued expenses	104,913	9,619
<i>Changes in:</i>		
Trade and other debtors	(294,328)	99,950
Trade and other creditors	(560,983)	411,598
Cash generated from operations	(732,386)	611,688
Interest paid	(108)	(102)
Net cash (used in)/from operating activities	(732,494)	611,586
Cash flows from investing activities		
Purchase of tangible assets	(8,482)	(12,417)
Proceeds from sale of tangible assets	413	62
Net cash used in investing activities	(8,069)	(12,355)
Net (decrease)/increase in cash and cash equivalents	(740,563)	599,231
Cash and cash equivalents at beginning of year	1,610,760	1,011,529
Cash and cash equivalents at end of year	870,197	1,610,760

The notes on pages 28 to 48 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Pendragon House, Caxton Place, Cardiff, CF23 8XE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis. The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold Property	-	2% p.a. Straight Line basis
Equipment	-	25% p.a. Straight Line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 20 members of the company (2022: 19 members).

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	57,592	–	57,592
Memberships	13,150	–	13,150
	<u>70,742</u>	<u>–</u>	<u>70,742</u>

During the year ended 31 March 2022 the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	64,366	–	64,366
Memberships	514	–	514
	<u>64,880</u>	<u>–</u>	<u>64,880</u>

During the year the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Services as part of direct charitable activities	62,789	–	62,789
Training income	30,541	–	30,541
Access to Work	–	3,930	3,930
ACE HUB Funding - CTL	–	48,591	48,591
ACE WG Funding - Membership	–	38,820	38,820
Bystander Intervention Training - Train the trainer	–	8,167	8,167
CAF Sector Resilience Project	–	197,634	197,634
Cheshire DA Matters training	–	19,206	19,206
Comic Relief - COVID-19 Emergency grant	–	–	–
CTL - Ask Me Cwm Taf	–	–	–
CTL - Ask Me Western Bay	–	–	–
CTL HUB	–	–	–
Direct service charges	–	–	–
Domestic Abuse Matters Training	–	–	–
Esmee Fairbairn COVID-19 Emergency grant	–	–	–
Esmee Fairbairn Foundation Funding	123,979	–	123,979
Home Office Children Affected by Domestic Abuse	–	437,193	437,193
Lincolnshire DA Matters training	–	50,634	50,634
National Emergencies Trust	–	–	–
Period Dignity Project	–	35,000	35,000
Rosa Justice & Equality fund - Sexual Harassment	–	–	–
Sandwell Bystander	–	4,175	4,175
Sexual Violence Helpline	–	71,923	71,923
South Wales PCC Bystander Interventions	–	16,452	16,452
South Wales PCC Change that Lasts Project	–	420,423	420,423
South Wales PCC DA Matters	–	31,356	31,356
South Wales PCC Support and Female Offending Blueprint (TRN)	–	117,912	117,912
South Wales PCC Survivor funding SEEdS	–	–	–
Swansea CBC Trusted Professional Training	–	20,000	20,000
Tampon Tax Sector Strength Cymru	–	79,267	79,267
Tesco coins in Wales and Groundworks	–	–	–
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	31,254	31,254
Waterloo Foundation Ask Me	–	2,089	2,089
Welsh Government ACE funding	–	–	–
Welsh Government Ask & Act Training	–	42,650	42,650
Welsh Government Grant - Core Funding	–	661,386	661,386
Welsh Government Grant - Live Fear Free Helpline	–	525,924	525,924
Welsh Government - National Training Framework	–	19,290	19,290
Western Bay Ask Me	–	60,002	60,002
	<u>217,309</u>	<u>2,943,278</u>	<u>3,160,587</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Services as part of direct charitable activities	7,409	–	7,409
Training income	70,441	–	70,441
Access to Work	–	–	–
ACE HUB Funding - CTL	–	15,140	15,140
ACE WG Funding - Membership	–	–	–
Bystander Intervention Training - Train the trainer	–	–	–
CAF - Sector Resilience Project	–	157,956	157,956
Cheshire DA Matters training	–	–	–
Comic Relief - COVID-19 Emergency grant	–	39,543	39,543
CTL - Ask Me Cwm Taf	–	19,000	19,000
CTL - Ask Me Western Bay	–	64,000	64,000
CTL - HUB	–	40,000	40,000
Direct service charges	901	–	901
Domestic Abuse Matters Training	–	40,254	40,254
Esmee Fairbairn COVID-19 Emergency grant	–	4,488	4,488
Esmee Fairbairn Funding	26,021	–	26,021
Home Office Children Affected by Domestic Abuse	–	–	–
Lincolnshire DA Matters training	–	–	–
National Emergencies Trust	–	111,104	111,104
Period Dignity Project	–	–	–
Rosa Justice & Equality fund - Sexual Harassment	–	12,370	12,370
Sandwell Bystander	–	–	–
Sexual Violence Helpline	–	–	–
South Wales PCC Bystander Interventions	–	–	–
South Wales PCC Change that Lasts Project	–	453,124	453,124
South Wales PCC DA Matters	–	–	–
South Wales PCC Support and Female Offending Blueprint (TRN)	–	28,088	28,088
South Wales PCC Survivor funding SEEdS	–	5,362	5,362
Swansea CBC Trusted Pro DA Matters	–	–	–
Tampon Tax Sector Strength Cymru	–	450,238	450,238
Tesco coins in Wales and Groundworks	–	8,501	8,501
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	61,326	61,326
Waterloo Foundation Ask Me	–	–	–
Welsh Government ACE funding	–	21,180	21,180
Welsh Government Ask & Act Training	–	81,339	81,339
Welsh Government Grant - Core Funding	–	631,419	631,419
Welsh Government Grant - Live Fear Free Helpline	–	653,162	653,162
Welsh Government - National Training Framework	–	22,183	22,183
Western Bay Ask Me	–	–	–
	<u>104,772</u>	<u>2,919,777</u>	<u>3,024,549</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Secondment of staff	70,236	70,236	55,602	55,602
Miscellaneous Income	1,000	1,000	—	—
	<u>71,236</u>	<u>71,236</u>	<u>55,602</u>	<u>55,602</u>

8. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Job Retention Scheme Government Grant	—	—	—
	<u>—</u>	<u>—</u>	<u>—</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Job Retention Scheme Government Grant	512	—	512
	<u>512</u>	<u>—</u>	<u>512</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Core Services	190,093	606,815	796,908
Training - External	43,440	–	43,440
ACE Hub - CtL	–	75,069	75,069
Bystander Intervention Training: Train the trainer	–	8,167	8,167
Change That Lasts	–	–	–
Cheshire DA Matters training	–	17,285	17,285
CAF - Sector Resilience Project	–	188,338	188,338
Comic Relief	–	–	–
Esmee Fairbairn Foundation	125,235	–	125,235
Esmee Fairbairn - Covid	–	–	–
Home Office Children Affected by Domestic Abuse	–	432,379	432,379
Lincolnshire DA Matters Training	–	45,571	45,571
National Emergencies Trust	–	–	–
Period Dignity Project	–	35,000	35,000
Rape Crisis Sexual Violence Helpline	–	71,923	71,923
Rosa Justice & Equality Fund – Sexual Harassment	–	–	–
Sandwell Bystander	–	4,175	4,175
South Wales PCC Bystander Interventions	–	16,452	16,452
South Wales PCC DA Matters	–	24,843	24,843
South Wales PCC Change that lasts project	–	394,555	394,555
South Wales PCC Support and Female Offending Blueprint	–	109,321	109,321
South Wales PCC Funding SEEdS	–	–	–
Swansea CBC Trusted Professional Training	–	18,000	18,000
Tampon Tax Sector Strength Cymru	–	71,320	71,320
Tesco coins in Wales and Groundworks	–	–	–
WCVA 3rd sector resilience fund for Wales	–	30,433	30,433
Waterloo Foundation	–	1,089	1,089
Welsh Government Ask & Act Training	–	35,553	35,553
Welsh Government Bystander	–	–	–
Welsh Government Live Fear Free Helpline	–	489,821	489,821
Welsh Government National Training framework	–	19,290	19,290
Western Bay Ask Me	–	54,002	54,002
Support costs	17,375	193,877	211,252
	<u>376,143</u>	<u>2,943,278</u>	<u>3,319,421</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Core Services	19,375	613,753	633,128
Training - External	–	–	–
ACE Hub	–	7,175	7,175
Bystander Intervention Training: Train the trainer	–	–	–
Change That Lasts	–	134,598	134,598
Cheshire DA Matters training	–	–	–
CAF – Sector Resilience Project	–	145,573	145,573
Comic Relief	–	36,012	36,012
Esmee Fairbairn Foundation	26,022	–	26,022
Esmee Fairbairn Foundation - Covid	–	4,488	4,488
Home Office Children Affected by Domestic Abuse	–	–	–
Lincolnshire DA Matters Training	–	17,460	17,460
National Emergencies Trust	–	110,038	110,038
Period Dignity Project	–	–	–
Rape Crisis Sexual Violence Helpline	–	–	–
Rosa Justice & Equality Fund – Sexual Harassment	39,087	10,189	49,276
Sandwell Bystander	–	5,825	5,825
South Wales PCC Bystander Interventions	–	–	–
South Wales PCC DA Matters	–	–	–
South Wales PCC Change that lasts project	–	461,133	461,133
South Wales PCC Support and Female Offending Blueprint	–	28,086	28,086
South Wales PCC Funding SEEdS	–	5,362	5,362
Swansea CBC Trusted DA Matters	–	–	–
Tampon Tax Sector Strength Cymru	–	447,551	447,551
Tesco coins in Wales and Groundworks	–	8,501	8,501
WCVA 3rd sector resilience fund for Wales	–	50,261	50,261
Waterloo Foundation	–	–	–
Welsh Government Ask & Act Training	–	72,655	72,655
Welsh Government Bystander	–	16,969	16,969
Welsh Government Live Fear Free Helpline	–	605,084	605,084
Welsh Government National Training framework	–	20,500	20,500
Western Bay Ask Me	–	–	–
Support costs	12,953	189,325	202,278
	<u>97,437</u>	<u>2,990,538</u>	<u>3,087,975</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Grant funding of activities	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£	£
Core Services	796,908	–	66,037	862,945	689,332
Training - External	43,440	–	9,839	53,279	–
ACE Hub	75,069	–	12,342	87,411	15,140
Bystander Intervention Training: Train the trainer	8,167	–	–	8,167	–
Change That Lasts	–	–	–	–	144,180
Cheshire DA Matters training	17,285	–	1,921	19,206	–
CAF – Sector Resilience Project	188,338	–	9,296	197,634	157,956
Comic Relief	–	–	–	–	39,543
Esmee Fairbairn Foundation	125,235	–	–	125,235	26,021
Esmee Fairbairn - Covid	–	–	–	–	4,488
Home Office Children Affected by Domestic Abuse	48,136	384,243	4,814	437,193	–
Lincolnshire DA Matters Training	45,571	–	5,063	50,634	17,460
National Emergencies Trust	–	–	–	–	111,104
Period Dignity Project	4,887	30,113	–	35,000	–
Rape Crisis Sexual Violence Helpline	71,923	–	–	71,923	–
Rosa Justice & Equality fund – Sexual Harassment	–	–	–	–	58,467
Sandwell Bystander	4,175	–	–	4,175	5,825
South Wales PCC Bystander Interventions	16,452	–	–	16,452	–
South Wales PCC DA Matters	24,843	–	6,513	31,356	–
South Wales PCC Change that lasts project	241,490	153,065	25,868	420,423	491,293
South Wales PCC Support and Female Offending Blueprint	109,321	–	8,591	117,912	28,086
South Wales PCC funding SEEDs	–	–	–	–	5,362
Swansea CBC Trusted DA Matters	18,000	–	2,000	20,000	–
Tampon Tax Sector Strength Cymru	71,320	–	7,947	79,267	450,238
Tesco coins in Wales and Groundworks	–	–	–	–	8,501
WCVA 3rd sector resilience fund for Wales	30,433	–	821	31,254	61,326
Waterloo Foundation	1,089	–	1,000	2,089	–
Welsh Government Ask & Act Training	35,553	–	7,097	42,650	81,339
Welsh Government Bystander	–	–	–	–	16,969
Welsh Government Live Fear Free Helpline	489,821	–	36,103	525,924	653,162
Welsh Government National Training framework	19,290	–	–	19,290	22,183
Western Bay Ask Me	1,803	52,199	6,000	60,002	–
	<u>2,488,549</u>	<u>619,620</u>	<u>211,252</u>	<u>3,319,421</u>	<u>3,087,975</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

11. Analysis of support costs *(continued)*

	Waterloo Foundation £	Welsh Government Ask and Act training £	Welsh Government Live Fear Helpline £	Free Western Bay Ask Me £	Total 2023 £	Total 2022 £
Staff costs	1,000	6,100	22,499	6,000	138,784	149,422
Support costs - Other office costs	—	997	13,604	—	72,468	52,856
	<u>1,000</u>	<u>7,097</u>	<u>36,103</u>	<u>6,000</u>	<u>211,252</u>	<u>202,278</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of grants

	2023	2022
	£	£
Grants to institutions		
Grants to member institutions - Tampon Tax Sector Strength Cymru	–	430,219
Grants to member institutions - Change that Lasts	205,264	202,756
Grants to institutions - Period Dignity Project	30,113	–
Grants to institutions - Home Office Children Affected by Domestic Abuse	384,243	–
Total grants	<u>619,620</u>	<u>632,975</u>

13. Net (expenditure)/income

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

	2023	2022
	£	£
Depreciation of tangible fixed assets	34,760	32,851
Loss on disposal of assets	–	–
Operating Leases	27,415	22,236
Audit fees (including VAT)	4,920	4,554

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	1,921,364	1,661,207
Social security costs	186,773	152,596
Employer contributions to pension plans	96,962	86,487
	<u>2,205,099</u>	<u>1,900,290</u>

The average head count of employees during the year was 79 (2022: 70). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Administrative staff	15	13
Service delivery	48	43
	<u>63</u>	<u>56</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2023	2022
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>1</u>

Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 1 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £84,069 (2022: £80,067).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2022: nil).

During the year there were expenses of £203 reimbursed to two trustees (2022: £228 one trustee).

16. Transfers between funds

Net transfers detailed in note 23 relate to deficits made on certain projects during the year.

17. Tangible fixed assets

	Freehold Property £	Equipment £	Total £
Cost			
At 1 April 2022	439,672	180,427	620,099
Additions	–	8,482	8,482
Disposals	–	(52,985)	(52,985)
At 31 March 2023	<u>439,672</u>	<u>135,924</u>	<u>575,596</u>
Depreciation			
At 1 April 2022	87,643	133,862	221,505
Charge for the year	8,793	25,967	34,760
Disposals	–	(52,572)	(52,572)
At 31 March 2023	<u>96,436</u>	<u>107,257</u>	<u>203,693</u>
Carrying amount			
At 31 March 2023	<u>343,236</u>	<u>28,667</u>	<u>371,903</u>
At 31 March 2022	<u>352,029</u>	<u>46,565</u>	<u>398,594</u>

18. Debtors

	2023 £	2022 £
Trade debtors	421,499	445,422
Prepayments and accrued income	346,698	24,954
Other debtors	–	3,493
	<u>768,197</u>	<u>473,869</u>

19. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	342,029	544,812
Accruals and deferred income	479,167	723,181
Social security and other taxes	57,647	43,775
	<u>878,843</u>	<u>1,311,768</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

20. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
WCVA -Third Sector Resilience Fund for Wales Phase 2 Scheme Loan	–	<u>23,145</u>

21. Deferred income

	2023	2022
	£	£
At 1 April 2022	610,260	612,990
Amount released to income	(610,260)	–
Amount deferred in year	261,333	(2,730)
At 31 March 2023	<u>261,333</u>	<u>610,260</u>

Grant funding included within Deferred income and accruals as at 31 March 2023:

	2023	2022
	£	£
ACE Hub	–	48,591
CAF	27,610	36,394
Development work	–	27,676
Development work public affairs	7,332	12,669
Disabilities Trust	3,650	–
Esmee Fairbairn	–	123,979
Gwent Police open compass review	–	10,879
Sandwell Council	–	4,175
South Wales PCC Change that lasts project	81,654	92,334
South Wales PCC DA Matters	33,768	65,124
South Wales PCC Survivor funding SEEdS	–	85,912
South Wales PCC Female offending blueprint	–	–
South Wales PCC Support children and young people blueprint	20,000	–
South Wales PCC Ask Me	–	36,735
South Wales PCC Support grant	–	11,000
South Wales PCC Support and female offending blueprint	10,000	–
South Wales PCC Training	21,000	–
Thames Valley Police DA Matters	–	8,167
The Big Give	13,218	–
The Sam and Bella Charitable trust	20,000	–
Trusted Pro DA Matters	–	20,000
WCVA Third Sector Resilience Fund for Wales Phase 2 Grant	–	26,625
Waterloo Foundation	23,101	–
	<u>261,333</u>	<u>610,260</u>

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £96,962 (2022: £86,487).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Unrestricted	661,323	359,287	(376,143)	7,084	651,551
Designated	100,000	—	—	8,000	108,000
	<u>761,323</u>	<u>359,287</u>	<u>(376,143)</u>	<u>15,084</u>	<u>759,551</u>

Designated fund

Trustees have designated £108,000 reserves for development activities required to achieve the charity's objectives, made up of:

	£
Sector Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Marketing Change That Lasts Approach	10,000
Strategic Review	15,000
Research Project	15,000
	<u>108,000</u>

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted	587,202	225,766	(97,437)	(54,208)	661,323
Designated	100,000	—	—	—	100,000
	<u>687,202</u>	<u>225,766</u>	<u>(97,437)</u>	<u>(54,208)</u>	<u>761,323</u>

Designated fund

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives, Made up of:

	£
Website Development	25,000
Training Management System	30,000
Inclusive Resources	25,000
Anti-Racism Review/ Action Plan	20,000
	<u>100,000</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
ACE Hubs	–	87,411	(87,411)	–	–
Ask and Act Training	–	–	–	–	–
Bystander Intervention Train the trainer	–	8,167	(8,167)	–	–
CAF – Sector Resilience Project	–	197,634	(197,634)	–	–
Capital Equipment I.T.	34,958	–	–	(6,291)	28,667
Change That Lasts	–	–	–	–	–
Cheshire DA Matters training	–	19,206	(19,206)	–	–
Comic Relief	–	–	–	–	–
Core Services	–	665,316	(665,316)	–	–
Esmee Fairbairn - Covid	–	–	–	–	–
Home Office Children Affected by Domestic Abuse	–	437,193	(437,193)	–	–
Lincolnshire DA Matters Training	–	50,634	(50,634)	–	–
National Emergencies Trust	–	–	–	–	–
National Violence Against Women Centre of Excellence	352,029	–	–	(8,793)	343,236
Period Dignity Project	–	35,000	(35,000)	–	–
Rosa Justice and Equality Fund - Sexual Harassment	–	–	–	–	–
Sandwell Bystander	–	4,175	(4,175)	–	–
Sexual Violence Helpline	–	71,923	(71,923)	–	–
South Wales PCC Bystander Interventions	–	16,452	(16,452)	–	–
South Wales PCC Change that lasts project	–	420,423	(420,423)	–	–
South Wales PCC DA Matters	–	31,356	(31,356)	–	–
South Wales PCC Support and female offending blueprint	–	117,912	(117,912)	–	–
Swansea CBC Trusted professional	–	20,000	(20,000)	–	–
Tampon Tax - Sector Strength Cymru	–	79,267	(79,267)	–	–
Tesco coins in Wales and groundworks	–	–	–	–	–
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	31,254	(31,254)	–	–
Waterloo Foundation	–	2,089	(2,089)	–	–
Western Bay - Ask Me	–	60,002	(60,002)	–	–
Welsh Government Ask & Act Training Helpline	–	525,924	(525,924)	–	–
Welsh Government National Training Framework	–	19,290	(19,290)	–	–
	<u>386,987</u>	<u>2,943,278</u>	<u>(2,943,278)</u>	<u>(15,084)</u>	<u>371,903</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
ACE Hubs	–	15,140	(15,140)	–	–
Ask & Act Training	–	–	–	–	–
Bystander Intervention Training train the trainer	–	–	–	–	–
CAF – Sector Resilience Project	–	157,956	(157,956)	–	–
Capital Equipment I.T.	42,717	–	(7,760)	–	34,957
Change That Lasts	–	144,180	(144,180)	–	–
Cheshire DA Matters training	–	–	–	–	–
Comic Relief	–	39,543	(39,543)	–	–
Core Services	–	631,419	(647,460)	16,041	–
Esmee Fairbairn	–	4,488	(4,488)	–	–
Home Office Children Affected by Domestic Abuse	–	–	–	–	–
Lincolnshire DA Matters Training	–	40,254	(40,254)	–	–
National Emergencies Trust	–	111,104	(111,104)	–	–
National Violence Against Women Centre of Excellence	360,823	–	(8,794)	–	352,029
Period Dignity Project	–	–	–	–	–
Rosa Justice and Equality Fund - Sexual Harassment	–	12,370	(12,370)	–	–
Sandwell Bystander	–	–	–	–	–
Sexual Violence Helpline	–	–	–	–	–
South Wales PCC Bystander Interventions	–	5,362	(5,362)	–	–
South Wales PCC Change that lasts project	–	453,124	(491,291)	38,167	–
South Wales PCC DA Matters	–	–	–	–	–
Welsh Government Live Fear Free Helpline	–	653,162	(653,162)	–	–
South Wales PCC Support and female offending blueprint	–	28,088	(28,088)	–	–
Swansea CBC Trusted professional	–	–	–	–	–
Tampon Tax - Sector Strength Cymru	–	450,238	(450,238)	–	–
Tesco coins in Wales and groundworks	–	8,501	(8,501)	–	–
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	61,326	(61,326)	–	–
Waterloo Foundation	–	–	–	–	–
Welsh Government -Ask and Act	–	81,339	(81,339)	–	–
Welsh Government National Training Framework	–	22,183	(22,183)	–	–
Western Bay - Ask Me	–	–	–	–	–
	<u>403,540</u>	<u>2,919,777</u>	<u>(2,990,538)</u>	<u>54,208</u>	<u>386,987</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

ACEs Hub - Development of Change that Lasts approach for children and young people

Training Ask and Act - Welsh Government funded training programme for relevant authorities under the Violence Against Women, Domestic Abuse and Sexual Violence National Training Framework.

South Wales PCC Bystander Training for nighttime economy.

CAF - Sector Resilience Project to support survivor engagement and capacity building for members.

Capital Equipment - capital reserve related to the purchase of IT equipment.

Change that Lasts - Additional funding to roll out the approach

Domestic Abuse Matters - Police Training Contract under College of Policing licence delivered to South Wales Police, Cheshire Police and Lincolnshire Police.

Comic Relief - Funding for sector service development

Welsh Government Core Services - providing support to Welsh Women's Aid membership, advice and consultation relating to policy and legislation, service development and research, representing the voice of specialist services, executive and organisational management.

Esmee Fairbairn - Funding to support additional capacity due Covid 19 pressures

Home Office Children Affected by Domestic Abuse Fund – Development of the Change that Lasts approach for children and young people.

Home Office - Funding to support additional capacity due Covid 19 pressures

Moondance - Emergency Covid 19 Funding

Moondance Heritage Fund - Funding for legacy of the 40th Anniversary

National Emergencies Trust - Covid 19 Funding for additional capacity

National Violence Against Women Centre of Excellence - capital reserve related to the purchase of Pendragon House.

Rose Justice and Equality Fund - Sexual Harassment Training for members

Sandwell Bystander Intervention training.

Rape Crisis England and Wales – Sexual Violence Helpline.

South Wales PCC – Development and evaluation of Change that Lasts approach.

South Wales PCC - Female Offender Blueprint Training

South Wales PCC - Survivor Participation Project - to implement and support survivor groups to empower and educate services in South Wales to improve their responses to victims of domestic abuse and sexual violence.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

Swansea Council – Change that Lasts Trusted Professional Training in Western Bay

Tampon Tax - Sector Strength Cymru funding to provide additional specialist response

Tesco coin in Wales groundworks - Live Fear Free Helpline Training

WCVA 3rd Sector Resilience Fund to support service development due to Covid 19

WCVA Covid 19 Resilience Fund to support additional capacity due Covid 19 pressures

Waterloo Foundation – Role out of Change that Lasts Ask Me Community Project in North Wales

Welsh Government – Period Dignity Project for specialist VAWDASV services

Welsh Government Live Fear Free Helpline - national 24/7 helpline for survivors of violence against women, domestic abuse and sexual violence including women, men and children. Support for professionals working with survivors and advice to concerned members of the public.

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	–	371,903	371,903
Current assets	1,638,394	–	1,638,394
Creditors less than 1 year	(878,843)	–	(878,843)
Net assets	<u>759,551</u>	<u>371,903</u>	<u>1,131,454</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	11,607	386,987	398,594
Current assets	2,084,629	–	2,084,629
Creditors less than 1 year	(1,311,768)	–	(1,311,768)
Creditors more than 1 year	(23,145)	–	(23,145)
Net assets	<u>761,323</u>	<u>386,987</u>	<u>1,148,310</u>

25. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	<u>1,610,760</u>	<u>(740,563)</u>	<u>870,197</u>

Trustees have designated £108,000 of unrestricted reserves for development activities required to achieve the charity's objectives (note 23).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

26. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Not later than 1 year	–	22,326
Later than 1 year and not later than 5 years	6,087	5,089
Later than 5 years	2,135	–
	<u>8,222</u>	<u>27,415</u>

27. Limitation of auditors liability

By way of a members' resolution dated 23rd November 2022, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

28. Related parties

There were no related party transactions incurred during the year.

WELSH WOMEN'S AID

England & Wales - Charity number 1140962

Accounts

COMPANY REGISTRATION NUMBER: 07483469
CHARITY REGISTRATION NUMBER: 1140962

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
31 March 2022

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022

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Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name Welsh Women's Aid

Charity registration number 1140962

Company registration number 07483469

Principal office and registered office Pendragon House
Caxton Place
Cardiff
CF23 8XE

The trustees

K Palmer - Chair	
H Kell - Deputy Chair/ Treasurer	
N Danson	(Appointed 9 March 2022)
V M Friis	(Appointed 26 November 2021)
A Rodriques	
T Sadler-McGrath	(Appointed 9 March 2022)
J Wray	(Appointed 26 November 2021)
Dr C T Davies	(Resigned 26 November 2021)

Auditor Jonathan Rhodes BSc BFP FCA
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Bankers Unity Trust Bank Plc
Four Brindleyplace
Birmingham
B1 2JB

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management

Governing document

Welsh Women's Aid is governed by a Memorandum and Articles of Association and was incorporated in January 2011. Welsh Women's Aid was registered as a charity in March 2011.

As a registered charity and a Company Limited by Guarantee, Welsh Women's Aid is required to report annually to both the Charity Commission and Companies House. In the event of the organisation winding up, its members are required to contribute an amount not exceeding £1. Welsh Women's Aid's current governing document was updated in December 2013.

Recruitment and Appointment of Trustees

The Directors of the company are also the charity trustees.

All Trustees are recruited in line with Welsh Women's Aid Trustee Recruitment and Selection Policy and procedural framework. The Board is able to decide how many vacancies there are subject to the maximum of twelve persons and minimum of three persons. At least four Trustees should be recruited from Welsh Women's Aid membership of specialist services.

All Trustees are appointed for the skills and experience that they bring and their ability to assist Welsh Women's Aid in meeting its charitable objects. Candidates for all Trustee positions are interviewed, references are sought, and the recruitment panel recommendations are agreed by the Board. Trustees are confirmed at the AGM.

All terms of office are for a period of 3 years. Trustees who serve a three-year term are eligible for re-appointment for one additional term.

Trustees have the power to co-opt additional board members, who must retire at the next AGM but may stand for re-election as a Trustee. When considering co-opting members, the Board has regard to the requirement for any specialist skills and knowledge, such as fundraising/funding, HR, understanding of domestic abuse and other forms of violence against women, children and young people.

In 2021/22 4 trustees stepped down. A recruitment process will be run in 2022/23 to replace trustees due to come to the end of their tenure and those who have stepped down for other reasons.

Board of Trustees induction and training

All new Trustees are provided with Welsh Women's Aid's Memorandum and Articles, Governance Policy which sets out their roles and responsibilities, a copy of 'The Essential Trustee' provided by the Charity Commission, and are invited to discuss any queries with the Chair.

New members of the Board undergo a comprehensive induction programme to brief them on the work of Welsh Women's Aid, the history of the women's aid movement, their legal obligations as Trustees, the Board's decision making processes, the functioning and structure of services, the business plan and recent financial performance. During induction, new Trustees meet key employees and other Trustees. The Board is encouraged to participate in internal and external training events which will further their skills and knowledge in undertaking their roles. A skills audit is undertaken every two years to ensure that the Board has the right mix of skills and experience and the information to determine whether they need to recruit appropriately skilled external members.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management *(continued)*

Going Concern Assessment

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the Covid-19 pandemic and the possibility of future lockdowns, increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

The Board of Trustees meets quarterly and is supported by the Governance Sub-Group, Finance and Fundraising Sub-Group and HR and Employment Sub-Group to assist the decision making process by exploring risks and options in detail and scrutinising the quarterly reports prior to full Board meetings and, where appropriate, making recommendations to the Board. The Governance Sub-Group maintains oversight of the risk management process. Sub-Groups do not have decision making powers; they are a recommending body only.

Internal controls are made more robust by the existence of procedures for the authorisation of all transactions. Procedures are in place to ensure compliance with the Health and Safety of staff, Trustees, volunteers, clients and visitors to the organisation. These controls and procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Board. All significant new initiatives, major commitments and investment projects are subject to formal approval by the Board.

During 2021/22 no new critical strategic risks were identified during the year. Actions to mitigate risks related to the Covid-19 pandemic; implications on specialist services and survivors of abuse of leaving the EU; and the reputational risk from a publicly raised concern by an external party related to a joint campaign lead by an associate organisation in 2020 continued successfully. Activities to mitigate the risks identified due to the Covid-19 pandemic and lockdown restrictions on survivors continued throughout 2021/22 with significant funding secured and service delivery impact monitored. We continue to work with services, key stakeholders and funders to address the increase in demand for access to specialist services which has not reduced since the pandemic.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management *(continued)*

Organisational Structure and Management

The responsibility for the day to day management and delivery of services to meet the charity's objects is delegated to the Chief Executive Officer (CEO) and Senior Management Team (SMT).

The SMT shares the responsibility for reporting to the Board with the CEO, in relation to the management and implementation of the organisation's strategy, its priorities, progress reports on its operational plan, its financial position and risk management procedures. Each member of the SMT is responsible for elements of the Strategic Delivery Plan.

Welsh Women's Aid staff remuneration is aligned to the NJC pay scales based on the evaluation of appointed roles. Application of cost of living pay increases are subject to funding and approval by trustees.

Objectives and activities

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities

The Welsh Women's Aid charitable objects are for the benefit of the community:

To promote the relief of distress and suffering experienced by, in particular but not exclusively, any women or her children from differing social groups who have or are experiencing domestic abuse and all other forms of 'violence against women', including the wider social and economic impacts.

Welsh Women's Aid is a national violence against women, domestic abuse and sexual violence (VAWDASV) membership organisation, with over 40 years of experience in campaigning, shaping and influencing policy to be prioritised by government. Welsh Women's Aid represents and supports a federation of local independent charities delivering specialist violence against women, domestic abuse and sexual violence women prevention services in Wales, as part of a UK network of provision. Welsh Women's Aid works to to achieve improvements in national policy and practice for the benefit of members of the women's aid movement and others working in this area, and most importantly, their primary service users: women, children and young people experiencing domestic abuse, sexual violence and other forms of violence against women.

Our 5 Year Strategy 2019-24 which sets out our vision, mission, values and planned activities in more detail is available on our website.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Objectives and activities *(continued)*

Our Vision: A world in which women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so achieve independence, freedom and liberation from oppression.

Our Values: We are feminist and value diversity of lived experiences

We promote integrity: We are accountable, and place survivors' voices and their lived experiences central to our work. We encourage respect, transparency and learning from experience, we challenge misuse of power and promote social responsibility in all we do.

We collaborate: We work with survivors, specialist services, other organisations, individuals and communities, to capacity-build services and to evidence and deliver what works in preventing violence against women, domestic abuse and sexual violence.

We empower: We advocate a rights-based approach so that all women and children can achieve their full potential, and we promote services led by and for women/minoritised groups as being vital to meeting needs and to achieving social, economic and political liberation from patriarchy, racism, and other oppressions.

We transform: We are committed to challenging inequalities and discrimination, to combining high-quality services with activism for social change, and building a movement that ends violence against women and girls and liberates women and girls from multiple and intersecting oppressions to benefit everyone.

Objectives and Priorities in 2021/22

Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

We are committed to primary prevention, which involves education to change attitudes and perceptions, to prevent abuse from happening in the first place. It can be targeted universally or at specific groups, such as children or members of a particular community. Prevention work requires a commitment to challenging and changing the social and cultural norms, systems and structures that perpetuate abuse, harms and inequalities. Prevention work also needs to address the fact that violence against women and girls is structural and one of the social mechanisms that forces the subordination of women and girls in society. For this reason, working to further women's and girls' liberation, to challenge and dismantle gendered social norms and expectations, and to dismantle patriarchy and other systems of oppression is a key means of achieving its prevention.

Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time:

We are committed to providing excellent member services and support which helps specialist services deliver quality provision, as centres of excellence in their communities. Effective provision is dependent on identifying as early as possible those who are likely to experience abuse, and to provide high quality resources and support to prevent further abuse and reduce its impact ("secondary prevention"). Effective provision is also dependent on providing longer term support and advocacy to reduce the trauma and harm caused by more prolonged exposure to violence and abuse, which is often cumulative for women and girls ("tertiary prevention").

Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Objectives and activities *(continued)*

We are committed to amplifying the diverse experiences of survivors and to developing and collaborating in partnership in a way that upholds our values and demonstrates mutual respect, transparency, honesty and integrity, which underpins all our work. By focusing on collaboration to improve responses for those who experience multiple discrimination - Black and minoritised women, lesbians, disabled women, migrant women, young people, older women, trans women - we aim to improve access to support and justice for all survivors of abuse.

ENSURING OUR WORK DELIVERS OUR AIMS

All staff and Trustees are active in reviewing progress and achievements on a monthly and quarterly basis, as well as reviewing delivery against strategic objectives on an annual basis.

A robust review process helps Welsh Women's Aid to ensure aims, objectives and activities remain focused on charity objects, in accordance with charity commission guidance. The trustees set a list of key performance indicators against which progress is assessed at a strategic level against the Welsh Women's Aid strategic objectives allowing scrutiny and corrective action to be taken where necessary.

Achievements and performance

REVIEW OF ACTIVITIES AND HOW WE DELIVER PUBLIC BENEFIT

Progress and achievements in 2021/22

The impact of the Covid-19 Pandemic continued to be felt in 2021/22 restricting access to help and support for victims and survivors of violence against women, domestic abuse and sexual violence. The sector has had to adapt to the conditions and find new ways to provide life-saving services.

Welsh Women's Aid had a very challenging but also successful year in 2021/22. As with many organisations our operations continued to be delivered online with all staff working from home. We have redirected resources to increase engagement with government and statutory services, promoted specialist services to survivors and the wider public, produced resources for our members, the wider VAWDASV sector and bystanders and raised awareness of the impact on people subject to gender-based violence.

Throughout the Covid-19 Pandemic increase in demand for VAWDASV services has been evidenced and this demand has not diminished since.

We have successfully extended our influence in Wales, UK and internationally by engaging with local government, Welsh Government, Westminster and the European Union to talk about the importance of addressing violence against women and our approach through the Change that Lasts model. This has influenced changes in policy and the introduction of new legislation including the UK Government Domestic Abuse Act which was enacted in 2021. Our standing as a leading light on violence against women has increased and we have further developed Change that Lasts which provides a holistic approach to responding, supporting and preventing domestic abuse, sexual violence and all forms of violence against women, including response to perpetrators of abuse. We have supported our membership with capacity building support, our roll out of National Quality Service Standards, briefings and other bespoke support and advocacy.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Fundraising

During 2021/22, Welsh Women's Aid received donations totalling £64,366. Funds were raised from a wide range of supporters including first time donations from people recognising domestic abuse and sexual violence for the first time as a result of the Covid-19 pandemic. Opportunities to engage in fundraising activities were severely curtailed, however, awareness raising and campaigning successfully increased our visibility and sign up to online and payroll giving was maintained.

We successfully secured funding to continue existing service delivery, roll out our training and Change that Lasts approach.

Through the action of our capacity-building programme and by working in collaboration with our members, we were able to fundraise a total of £815,247 from statutory sources, trusts and foundations. This additional funding was made available to our members specialist services so they could continue supporting a predicted minimum of 1,200 survivors and their children. This support has been invaluable during a period where services continue to experience additional pressure due to the pandemic, including increased referrals and service adaptations.

Of note, we were awarded £507,513 from the Tampon Tax Fund for our Sector Strength Cymru project. This funding has been onward granted to nine member services to enable new projects ranging from survivor participation work and community support programmes, through to a new dispersed refuge unit. These projects will be delivered in 2022-23.

Data protection

In 2021/22 we continued our work to maintain the highest standard of data protection and compliance with the GDPR legislation. To that end all staff have received up-to-date GDPR training, we introduced an annual data audit and commissioned an external review of our data protection policy and procedures.

Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

Website and Social Media:

Over the financial year WWA significantly increased our online and social media presence. We saw the most growth on Instagram with a 31% increase on followers in comparison to the previous year. We continued our Let's Talk About.... campaign aimed at younger people and introduced our Instagram Lives with expert subject matter content and information. We continued to promote the Live Fear Free Helpline and highlighted specialist services.

Events:

This year, although events remained disrupted by ongoing COVID-19 restrictions, WWA endeavoured to use online or hybrid events to meet our Delivery Plan. For example, we held a 'Humans Behind the Headlines' Event for student, trainee, and newly qualified journalists and professionals with an interest in trauma-informed storytelling.

Change that Lasts:

Systems Change Model for Prevention, Response and Support for VAWDASV: We have continued to work to deliver the Change That Lasts model with our colleagues in South Wales extending the approach from Cardiff and the Vale of Glamorgan to Western Bay. We received the interim evaluation of the Change that Lasts approach which demonstrated encouraging outcomes for primary prevention in communities and learning opportunities for trusted professionals interested in improving their response to survivors and perpetrators of violence against women.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

This year, we have continued to facilitate the sector informing the development of the Perpetrator strategy and engaged with the DA and Victims Commissioners on this. We have continued biweekly collaborative meetings with stakeholders in England and Wales to develop the response to perpetrators including the Change that Lasts CLEAR early intervention programme.

We continued to work with our organisational and community ambassadors in. In total, we trained 73 Ambassadors and organised 6 meet ups with Ambassadors despite the ongoing COVID-19 restrictions. In total, the Ask Me Ambassadors signposted 339 survivors to services.

WWA delivered our Inclusion Project, recruiting three community engagement officers to engage with the Trans, Deaf, and Black and Minoritized Ethnic communities to review the Ask Me training materials and ensure they are relevant to the lived experiences of these communities.

Influencing the National Agenda:

In the last year, we have continued raising our profile and the profile of Welsh survivors both in Westminster and in the Senedd. The continuation of online working allowed us to attend more meetings than was possible prior to the pandemic. As in previous years, we have engaged with organisations such as the Home Office, the Ministry of Justice, and Police services in Wales and across the UK.

We continue to work with colleagues from across devolved and non-devolved public and specialist sectors to plan and implement an effective post-COVID-19 response and joined national partners to shape the development of the Welsh Government's new VAWDASV Strategy, consultation on which ended in February 2022, and the new UK VAWG strategy, published in July 2021.

Welsh Women's Aid worked in close partnership with UK-wide VAWDASV organisations this year, attending fortnightly meetings with the Domestic Abuse Commissioner (designate) Nicole Jacobs to provide data and feedback on the needs of survivors on Wales; the call write-ups are shared with all government departments.

We collaborated with sister organisations in England to respond to the introduction of the Domestic Abuse Act. We represent the VAWDASV Sector in Wales to advise non-devolved agencies in the Criminal Justice System (police, CPS and Courts) and devolved agencies in Wales to improve their practice and response to VAWDASV. We continue to work alongside EAW, Rape Crisis and Imkaan as well as Women's Aid Federations to build capacity of the specialist sector to respond to increased demand and awareness.

Welsh Women's Aid has continued to support the Welsh Government VAWDASV communications meetings and provide feedback on the latest campaign concepts.

We have worked closely with the Welsh Government strategic VAWDASV Team to advise on the government's response and approach to Covid-19 during lockdown, supported the development of the new VAWDASV Strategy for Wales due for release in 2022/23 and continued to raise the need to provide an effective response for survivors with No Recourse to Public Funds in meetings with the Home Office on behalf of the VAWG sector and we support the Welsh Government steering group on NRPF.

Specific areas of activity where we provided briefings, responded to consultations or advice and support included: Health, social care and housing priorities; Remote working implications for Wales; Children's Rights; Welsh Government diversity and inclusion agenda; Peer on peer sexual harassment; Strategy for an Aging Society; Benefits System for Wales amongst long list of other subject matter.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

National Quality Service Standards:

During 2021-22, we conducted a review and refresh of the NQSS in consultation with the survivor network, specialist services, and incorporating recommendations from Race Council Cymru. The standards have now been aligned with the Welsh Government's Information and Advice Quality Framework (IAQF), ensuring that WWA became an IAQF-approved accrediting body. This means that specialist domestic abuse services that apply for and are awarded the NQSS quality mark will have demonstrated they meet the criteria to be simultaneously awarded the IAQF quality mark. The refresh was accompanied by a launch event, where the changes were warmly welcomed by stakeholders from across the sector.

In total, 5 members have received full or conditional passes this year, and 3 further members are due to begin assessment in 2022-23.

Live Fear Free Helpline:

The Live Fear Free Helpline is funded predominantly by Welsh Government and delivered by Welsh Women's Aid having delivered a helpline in Wales since 2004. The helpline managed 35,536 contacts during 2021/22 representing an 18% increase in the total number of contacts from the previous year.

This year, we were successful in our bid to continue the management of the Live Fear Free Helpline and we have been supporting the implementation of new call handling and data management systems, which should provide more flexibility in the day-to-day management of and reporting from the Helpline. The new system is set to go-live in April 2022.

National Training Partnership:

The Welsh Women's Aid Training Centre of Excellence provides accredited and non-accredited training courses delivered by expert and specialist trainers from the VAWDASV sector in Wales. The training offer in 2021/22 included online and in person training. Across the year, we trained a total of 426 learners on e-learning courses, including learners from across our membership of specialist services.

WWA delivered training and accredited continuous professional development (CPD) courses on areas including Sexual Harassment, Vicarious Trauma, Understanding VAWDASV, Understanding Confidentiality and Boundaries, Bystander Awareness, and STAR for children aged 7-11 and 14-25 in 25 CPD sessions, delivered to 198 learners.

We also delivered Level 3 Certificate in Preventing and Tackling Domestic and Sexual Abuse/Violence in three regions (North Wales, West Wales and South Wales) to 30 participants. The Level 3 certificate is a nationally recognised qualification endorsed by the Home Office as equivalent to an IDVA qualification and compliant with the Welsh Government National Training Framework for VAWDASV services at Group 4.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Survivor Participation:

This year, our Survivor Engagement Officer focused on expanding the Survivor Network. We now have 83 members of the network and are recruiting through word of mouth. We conducted an Empowerment Event during Q3 which empowered 66 survivors and recruited 3 new members. After 4-8 months of engagement with the Survivor Network, survivors told us they had gone from feeling 'stressed', 'broken', 'shamed' and 'sad' to feeling 'supported', 'energised' and 'hopeful'.

Engagement with the Survivor Network has had a wide-reaching impact. 12 survivors in the network have received public speaking training and 12 have received media training. One survivor in the network has directly found employment in the sector and at least 3 survivors in the network have participated in media interviews, showing the network is successfully empowering survivors and giving them confidence.

In Q4, we launched the Survivor Engagement Toolkit in English and Welsh, which aims to help organisations engage in meaningful survivor participation. The Toolkit was developed alongside specialist services and survivors in the Network, and it has already been widely praised and shared across the UK and Europe, reaching as far as the United States and Australia.

Welsh Women's Aid Federation:

Welsh Women's Aid is a federation of specialist services, survivors, campaigners and allies across Wales. Some of our member services are small local specialist providers and others are regional or national in their scope. The support provided by these organisations is diverse and includes delivery of refuge-based support, rape crisis support, community and outreach support for women, children and young people, and men across Wales.

Despite their vital importance, many of our services operate in an uncertain environment having to compete for funding that is often delivered in short-term yearly cycles. Welsh Women's Aid provide bespoke assistance to each of our 19 members to ensure that their vital work continues uninterrupted and unburdened by external restrictions.

Some of the ways in which we did this in 2021-22 are:

- Access to National Quality Service standards
- Members' meetings and partnership work - Member meetings have continued throughout this year, with 10 member meetings held including content-driven meetings on designated topics of interest such as Women in Justice, Supporting Migrant Survivors, 'I Trust Them', and Sign Health.
- Access to information - We have reinstated our fortnightly member newsletters including policy updates, funding and networking opportunities, research requests, and recruitment support. 21 newsletters were shared. We also set up fortnightly CEO newsletters for members which includes more targeted updates than the general newsletter, including relevant policy updates and participation opportunities to help shape the sector.
- Capacity Building Programme Capacity building for frontline services within the sector is a vital aspect of WWA's work. This year, we have continued to support our member organisations with consultancy and staff support, grant funding bids, preparation for NQSS assessment, effective engagement with Survivors, social media, monitoring and evaluation, website development, marketing. Our Social Return on Investment (SROI) continues into 2022-23.
- Fundraising Network Group providing support to members through meetings for fundraisers to facilitate peer support, shared knowledge and best practice, funding updates, application advice and access to corporate and other donations.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

VAWDASV partnership work:

As in previous years, we have engaged with organisations such as the Home Office, the Ministry of Justice, and Police services in Wales and across the UK. We continued to work as a federation to support the public sector at local and national levels to improve their identification of and response to survivors and perpetrators of VAWDASV.

Throughout this year, we have taken part in both online and in-person events, ensuring representation for specialist services in Wales across several stakeholder meetings with Welsh Government, Ministry of Justice, Home Office, and Policing. We have informed the development of initiatives and campaigns such as 'No Grey Area', 'Women for Women Refugees', '16 Days of Activism', and 'Call Out Only', as well as taking part in activism surrounding International Women's Day and Sexual Violence Awareness Week. Regular monthly Live Fear Free Helpline data is shared with stakeholders across Welsh Government, UK Government, Policing, and Public Health.

WWA continued to engage with the Relationships and Sex Education (RSE) working group providing VAWDASV expertise on the drafting of the RSE Code and worked with NSPCC, Stonewall Cymru, Cardiff University and Brook Cymru, and engaged BAWSO and Ethnic Minorities & Youth Support Team to produce a briefing for MSs on RSE and the curriculum bill.

Research, National Data Gathering and Reporting:

In 2021/22, we continued to collect and collate data from our members on a quarterly basis to inform service development and support funding applications and campaigns. We developed a quarterly COVID-19 impact report to track challenges faced by services under the current conditions. This year, we have prepared reports for publication including: Live Fear Free Helpline Data; Membership Data; and Covid Impact Data.

We have contributed to and are on the core working group for the newly established VAWDASV Research Network launched by the University of South Wales and we are participants in and members of the core working group for a Group Concept Mapping (GCM) study which aims to set out the VAWDASV research priorities for Wales.

We supported at least 44 researchers from Wales and across the UK including academics from Open University, South Wales Police, University of Worcester, Chester University and Cardiff University. As part of this, we support students with recruitment, access to data, and provide guidance on conducting ethical research projects with survivors and stakeholders from the sector.

Throughout the year, we collected a variety of feedback and views from staff, survivors, professionals, and services. A total of 3,753 individuals responded to calls for feedback via WWA surveys which was used to provide feedback and national data from Wales for external reports including Office for National Statistics Domestic Abuse in England and Wales Overview; WAVE 2020/21 national and international reports; and DAHLIA-19 Report on the UK Response to Domestic Abuse under COVID-19.

Intersectionality and Inclusion:

Welsh Women's Aid has continued its internal Intersectional Action Group throughout 2021/22, aiming to address intersectional barriers in the VAWDASV sector, particularly those that impact individuals facing multiple disadvantage. The group continues to scrutinise internal procedures and policies, and work started this year on a collaborative Glossary of Terms, which will be completed in 2022/23.

We continue to review our bespoke policies on LGB*, Trans* and Race, with expert external guidance. These will be adapted and made available to member organisations as part of our service engagement.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Financial review

In 2021/22 the organisation had an in year surplus of £57,568. Restricted funds decreased by £70,761. As at 31 March 2022 the charity reported retained funds of £1,148,310. Represented by; £761,323 of unrestricted funds and £386,987 of restricted funds.

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives, made up of:

	2022
	£
Website Development	25,000
Training Management System	30,000
Inclusive Resources	25,000
Anti-Racism Review/ Action Plan	<u>20,000</u>
	<u>100,000</u>

The majority of the organisation's income is grant funded and we recognise the need to build a suitable level of reserves to meet the needs of the charity. We have a Reserves Policy which assesses the level of unrestricted reserves required to meet costs of closure, foreseeable exceptional expenditure and temporary reductions in funding. The current level of unrestricted reserves are adequate to meet the Reserves Policy.

The Welsh Government is the principal funder providing 42% of the charity's income for continuing operations. The remaining income is from a variety of sources including donations, member subscriptions, foundations and other public sector bodies.

We'd like to take this opportunity to thank our funders, members, donors and organisational supporters for the contributions they make to the important work we do with particular recognition to the survivors, ambassadors and allies without whom our objective of eradicating violence against women in all its forms, would not be possible.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Plans for future periods 2022/23

2022/23 will be the fourth year of our 5 Year Strategy delivery. We will continue with our work to promote the social and cultural change needed to end violence against women, domestic abuse and sexual violence, that unites us with our funders, supporters, and the communities we serve. Our national federation has a shared vision, value-base and approach, and investment into a federated structure provides the combined impact of individual charities with the benefit of collective impact, resilience and strength as a movement. Together, we provide a strong, well-developed and cohesive programme of local, regional and national work that benefits survivors and creates a safer, healthier, more equal and violence-free future for everyone.

Our Strategy and delivery align with the Well-being of Future Generations framework in Wales by adopting a long-term approach that focuses on prevention, prioritising collaboration and integration, and centring the involvement of survivors, members, services and stakeholders. We will ensure that our Strategy is aligned to the Welsh Government VAWDASV Strategy which is due for publication early in 2022.

In 2022/23 our work will continue to focus on our strategic priorities:

- Preventing violence against women, domestic abuse and sexual violence from happening in the first place
- Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time
- Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts

Our priorities for 2022/23 will be to ensure:

That violence against women, domestic abuse and sexual violence remains a top priority for government during and following the Covid-19 Pandemic regardless of the risks of economic downturn, future surges in demand and any impact of cost of living increases or geopolitical impact.

Internally, we will also work to ensure our overall efficiency and effectiveness is improved, we lead on evidence-based services, our capacity, fundraising and supporter base is increased, we enhance and improve delivery and impact of direct services, and strengthen our internal and external communications.

This will include, for example, providing member services with bespoke support and making sure that survivors get the help and support they need, through providing training, guidance and toolkits, that support professionals to provide effective and appropriate responses to survivors; and using our influence and networks to ensure survivors voices are heard and remain at the centre of any existing or developing interventions.

We will continue to support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Act including the refresh of the Welsh Government VAWDASV Strategy and development of a sustainable funding model for Wales.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

We will continue to campaign for a strong and effective VAWG Strategy for England and Wales following the Domestic Abuse Act 2020 and with our sister federations in the UK maintain pressure on the criminal justice system to better respond to allegations and prosecution of crimes related to violence against women and girls.

We will continue to monitor the risks related to leaving the EU and to ensure negative impacts are mitigated and prioritised by government and commissioners.

Will continue to advocate to ensure Wales' strategy, legislation and international convention requirements are delivered. We will be ensuring that the diverse interests and experiences of our member services and of survivors remain at the centre of any approach to improve practice and prevent violence and abuse to ensure that no woman is left behind.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Trustees' responsibilities statement

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

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

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor


Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report was approved on 16-11-2022 and signed on behalf of the board of trustees by:

K Palmer - Chair



H Kell - Deputy Chair/ Treasurer



Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid

Year ended 31 March 2022

Opinion

We have audited the financial statements of Welsh Women's Aid (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity'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;
- 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 auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 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 charity'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.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2022

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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' exemptions from the requirement to prepare a strategic report.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2022

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2022

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all areas of risk identified were considered and any potential litigation or claim, if any, were noted

- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance

- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice

- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company

- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors

- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations

- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

- Considering the effect on risk to the company of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the company's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2022

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2022

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

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Welsh Women's Aid

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

	Note	2022				2021		
		Unrestricted funds £	Restricted funds £	Total from continuing operations £	Discontinued operations £	Total funds £	Total from continuing operations £	Discontinued operations £
Income and endowments								
Donations and legacies	5	64,880	—	64,880	—	71,557	—	71,557
Charitable activities	6	104,772	2,919,777	3,024,549	—	2,956,454	15,195	2,971,649
Other trading activities	7	55,602	—	55,602	—	—	—	—
Other income	8	512	—	512	—	448	—	448
Total income		<u>225,766</u>	<u>2,919,777</u>	<u>3,145,543</u>	—	<u>3,028,459</u>	<u>15,195</u>	<u>3,043,654</u>
Expenditure								
Expenditure on charitable activities	9,10	97,437	2,990,538	3,087,975	—	2,896,875	13,584	2,910,459
Total expenditure		<u>97,437</u>	<u>2,990,538</u>	<u>3,087,975</u>	—	<u>2,896,875</u>	<u>13,584</u>	<u>2,910,459</u>
Net income		<u>128,329</u>	<u>(70,761)</u>	<u>57,568</u>	—	<u>131,584</u>	<u>1,611</u>	<u>133,195</u>
Transfers between funds	16,23	(54,208)	54,208	—	—	—	—	—
Net movement in funds		<u>74,121</u>	<u>(16,553)</u>	<u>57,568</u>	—	<u>131,584</u>	<u>1,611</u>	<u>133,195</u>

The statement of financial activities (including income and expenditure account)
continues on the following page.

The notes on pages 26 to 44 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account) (continued)

Year ended 31 March 2022

	Note	2022		2021		
		Unrestricted funds £	Restricted funds £	Total from continuing operations £	Discontinued operations £	Total funds £
Reconciliation of funds						
Total funds brought forward		687,202	403,540	1,090,742		957,547
Total funds carried forward		<u>761,323</u>	<u>386,987</u>	<u>1,148,310</u>	<u>1,611</u>	<u>1,090,742</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities (including income and expenditure account)
continues on the following page.

The notes on pages 26 to 44 form part of these financial statements.


Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	17	398,594	419,090
Current assets			
Debtors	18	473,869	573,819
Cash at bank and in hand		<u>1,610,760</u>	<u>1,011,529</u>
		2,084,629	1,585,348
Creditors: amounts falling due within one year	19	<u>1,311,768</u>	<u>895,180</u>
Net current assets		<u>772,861</u>	<u>690,168</u>
Total assets less current liabilities		<u>1,171,455</u>	<u>1,109,258</u>
Creditors: amounts falling due after more than one year	20	<u>23,145</u>	<u>18,516</u>
Net assets		<u>1,148,310</u>	<u>1,090,742</u>
Funds of the charity			
Restricted funds		386,987	403,540
Unrestricted funds		<u>761,323</u>	<u>687,202</u>
Total charity funds	23	<u>1,148,310</u>	<u>1,090,742</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 16.03.2022 and are signed on behalf of the board by:


K Palmer – Chair
Trustee


H Kell - Deputy Chair/ Treasurer
Trustee

The notes on pages 26 to 44 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	57,568	133,195
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	32,851	26,044
Interest payable and similar charges	102	78
Loss on disposal of assets	-	432
Accrued expenses/(income)	9,619	(176,151)
<i>Changes in:</i>		
Trade and other debtors	99,950	(3,826)
Trade and other creditors	411,598	590,452
Cash generated from operations	611,688	570,224
Interest paid	(102)	(78)
Net cash from operating activities	<u>611,586</u>	<u>570,146</u>
Cash flows from investing activities		
Purchase of tangible assets	(12,417)	(48,643)
Proceeds from sale of tangible assets	62	430
Proceeds from sale of assets	-	(432)
Net cash used in investing activities	<u>(12,355)</u>	<u>(48,645)</u>
Net increase in cash and cash equivalents	599,231	521,501
Cash and cash equivalents at beginning of year	<u>1,011,529</u>	<u>490,028</u>
Cash and cash equivalents at end of year	<u>1,610,760</u>	<u>1,011,529</u>

The notes on pages 26 to 44 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Pendragon House, Caxton Place, Cardiff, CF23 8XE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis. The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold Property	-	2% p.a. Straight Line basis
Equipment	-	33% p.a. Straight Line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 19 members of the company (2021: 19 members).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2022 £
Donations	64,366	–	64,366
Memberships	514	–	514
	<hr/>	<hr/>	<hr/>
	64,880	–	64,880
	<hr/>	<hr/>	<hr/>

During the year the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

	Unrestricted Funds	Restricted Funds	Total Funds 2021 £
Donations	70,024	–	70,024
Memberships	1,533	–	1,533
	<hr/>	<hr/>	<hr/>
	71,557	–	71,557
	<hr/>	<hr/>	<hr/>

During the year the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Services as part of direct charitable activities	8,310	-	8,310
Training income	70,441	-	70,441
Training Ask & Act	-	81,339	81,339
Welsh Government Grant - Live Fear Free Helpline	-	653,162	653,162
Welsh Government Grant - Core Funding	-	631,419	631,419
Welsh Government Grant - Capacity building grant	-	-	-
Welsh Government Grant - Capital Funding	-	-	-
Welsh Government - Bystander	-	-	-
Welsh Government - National Training Framework	-	22,183	22,183
Welsh Government ACE funding	-	21,180	21,180
Rosa Justice & Equality fund - Sexual Harassment	-	12,370	12,370
Moondance Foundation - Heritage	-	-	-
Moondance COVID-19 Emergency	-	-	-
WCVA Coronavirus Resilience fund - VSEF Small grants	-	-	-
WCVA Voluntary Services Emergency fund - VSEF Small grants	-	-	-
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	-	61,326	61,326
SW PCC Support and Female Offending Blueprint (TRN)	-	28,088	28,088
South Wales Police & Crime Commissioner -Change that Lasts Project	-	453,124	453,124
South Wales Police & Crime Commissioner - Survivor funding SEEdS	-	5,362	5,362
Comic Relief - COVID-19 Emergency grant	-	39,543	39,543
Home Office National COVID-19 Support provision	-	-	-
Esmee Fairbairn COVID-19 Emergency grant	-	4,488	4,488
Esmee Funding	26,021	-	26,021
National Emergencies Trust	-	111,104	111,104
Tesco coins in Wales and Groundworks	-	8,501	8,501
Tampon Tax – Ask Me Community Ambassador	-	-	-
Tampon Tax Sector Strength Cymru	-	450,238	450,238
CTL HUB	-	40,000	40,000
CTL - Ask Me Western Bay	-	64,000	64,000
CTL - Ask Me Cwm Taf	-	19,000	19,000
DA Matters	-	40,254	40,254
CAF	-	157,956	157,956
ACE - HUB Funding	-	15,140	15,140
Discontinued Activities:			
Direct service charges	-	-	-
	<u>104,772</u>	<u>2,919,777</u>	<u>3,024,549</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Services as part of direct charitable activities	25,185	–	25,185
Training income	59,748	–	59,748
Training Ask & Act	–	72,404	72,404
Welsh Government Grant - Live Fear Free Helpline	–	583,131	583,131
Welsh Government Grant - Core Funding	–	587,120	587,120
Welsh Government Grant - Capacity building grant	–	104,000	104,000
Welsh Government Grant - Capital Funding	–	88,973	88,973
Welsh Government - Bystander	–	10,000	10,000
Welsh Government - National Training Framework	–	11,477	11,477
Welsh Government – ACE funding	–	–	–
Rosa Justice & Equality fund - Sexual Harassment	–	47,971	47,971
Moondance COVID-19 Emergency	–	54,855	54,855
Moondance Foundation - Heritage	–	3,677	3,677
WCVA Coronavirus Resilience fund - VSEF Small grants	–	15,000	15,000
WCVA Voluntary Services Emergency fund - VSEF Small grants	–	251,584	251,584
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	–	–
SW PCC Support and Female Offending Blueprint (TRN)	–	–	–
South Wales Police & Crime Commissioner -Change that Lasts Project	–	443,279	443,279
South Wales Police & Crime Commissioner - Survivor funding SEEdS	–	10,913	10,913
Comic Relief - COVID-19 Emergency grant	–	360,457	360,457
Home Office National COVID-19 Support provision	–	132,002	132,002
Esmee Fairbairn COVID-19 Emergency grant	20,512	–	20,512
Esmee Funding	–	–	–
National Emergencies Trust	–	53,896	53,896
Tesco coins in Wales and Groundworks	–	6,499	6,499
Tampon Tax – Sector Strength Cymru	–	–	–
Tampon Tax Ask Me Community Ambassador	–	13,771	13,771
CTL HUB	–	–	–
CTL - Ask Me Western Bay	–	–	–
CTL - Ask Me Cwm Taf	–	–	–
DA Matters	–	–	–
CAF	–	–	–
ACE - HUB Funding	–	–	–
Discontinued Activities:			
Direct service charges	15,195	–	15,195
	<u>120,640</u>	<u>2,851,009</u>	<u>2,971,649</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

7. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Secondment of staff	55,602	55,602	-	-

8. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
SSP Covid-19	-	-	-
Job Retention Scheme Government Grant	512	-	512
	512	-	512

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
SSP Covid-19	192	-	192
Job Retention Scheme Government Grant	256	-	256
	448	-	448

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Core Services	19,375	613,753	633,128
Training	–	–	–
Training Ask & Act	–	72,655	72,655
Welsh Government Live Fear Free Helpline	–	605,084	605,084
Welsh Government Capacity Building Grant	–	–	–
Welsh Government Bystander	–	16,969	16,969
Welsh Government National Training framework	–	20,500	20,500
Rosa Justice & Equality Fund - Sexual Harassment	39,087	10,189	49,276
Moondance Covid-19 Relief fund	–	–	–
Moondance Heritage funding	–	–	–
WCVA 3rd sector resilience fund for Wales	–	50,261	50,261
WCVA - VSEF Small grants	–	–	–
SW PCC - Support and Female Offending Blueprint	–	28,086	28,086
South Wales Police & Crime Commissioner Change that lasts project	–	461,133	461,133
South Wales Police & Crime Commissioner Funding SEEdS	–	5,362	5,362
Comic Relief	–	36,012	36,012
Home Office National Covid-19 support Esmee Fairbairn	–	4,488	4,488
Esmee	26,022	–	26,022
National Emergencies Trust	–	110,038	110,038
Tesco coins in Wales and Groundworks	–	8,501	8,501
Tampon Tax Sector Strength Cymru	–	447,551	447,551
Tampon Tax - Ask Me Community Ambassadors	–	–	–
Change That Lasts	–	134,598	134,598
Sandwell Bystander	–	5,825	5,825
Lincolnshire DA Training contracts	–	17,460	17,460
CAF	–	145,573	145,573
ACE Hubs	–	7,175	7,175
Support costs	12,953	189,325	202,278
	<u>97,437</u>	<u>2,990,538</u>	<u>3,087,975</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Core Services	1,049	636,351	637,400
Training	41,753	–	41,753
Training Ask & Act	–	62,826	62,826
Welsh Government Live Fear Free Helpline	–	542,636	542,636
Welsh Government Capacity Building Grant	–	98,000	98,000
Welsh Government Bystander	–	10,000	10,000
Welsh Government National Training framework	–	9,794	9,794
Rosa Justice & Equality Fund - Sexual Harassment	–	41,221	41,221
Moondance Covid-19 Relief fund	–	48,811	48,811
Moondance Heritage funding	–	3,677	3,677
WCVA 3rd sector resilience fund for Wales	–	–	–
WCVA - VSEF Small grants	–	247,851	247,851
SW PCC - Support and Female Offending Blueprint	–	–	–
South Wales Police & Crime Commissioner Change that lasts project	–	425,267	425,267
South Wales Police & Crime Commissioner Funding SEEdS	–	11,015	11,015
Comic Relief	–	358,121	358,121
Home Office National Covid-19 support	–	126,844	126,844
Esmee Fairbairn	4,962	–	4,962
Esmee	–	–	–
National Emergencies Trust	–	47,448	47,448
Tesco coins in Wales and Groundworks	–	6,499	6,499
Tampon Tax Sector Strength Cymru	–	–	–
Tampon Tax - Ask Me Community Ambassadors	–	13,770	13,770
Change That Lasts	–	–	–
Sandwell Bystander	–	10,303	10,303
Lincolnshire DA Training contracts	–	–	–
CAF	–	–	–
ACE Hubs	–	–	–
Support costs	13,067	149,194	162,261
	<u>60,831</u>	<u>2,849,628</u>	<u>2,910,459</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Grant funding of activities	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£	£
Core Services	633,129	–	56,203	689,332	69,735
Training	–	–	–	–	45,664
Training Ask & Act	72,655	–	8,684	81,339	72,404
Welsh Government Live Fear Free Helpline	605,084	–	48,078	653,162	583,418
Welsh Government Capacity Building Grant	–	–	–	–	104,000
Welsh Government Bystander	16,969	–	–	16,969	10,000
Welsh Government National Training framework	20,500	–	1,683	22,183	11,477
Rosa Justice & Equality fund – Sexual Harassment	49,276	–	9,191	58,467	47,967
Moondance Covid-19 relief fund	–	–	–	–	48,811
Moondance Heritage funding	–	–	–	–	3,676
WCVA Covid-19 resilience fund – VSEF Small grants	–	–	–	–	10,303
WCVA VSEF Small grants	–	–	–	–	250,130
WCVA 3 rd sector resilience fund for Wales	50,261	–	11,065	61,326	–
SW PCC – Support and Female Offending Blueprint	28,086	–	–	28,086	–
South Wales Police & Crime Commissioner Change that lasts project	258,377	202,756	30,160	491,291	446,001
South Wales Police & Crime Commissioner funding SEEdS	5,362	–	–	5,362	11,015
Comic Relief	36,012	–	3,531	39,543	360,457
Home Office National Support Covid – 19 Support	–	–	–	–	132,002
National Emergencies Trust	110,038	–	1,066	111,104	53,168
Tesco coins in Wales and Groundworks	8,501	–	–	8,501	6,499
Tampon Tax - Ask Me Community Ambassadors	–	–	–	–	13,770
Tampon Tax – Sector Strength Cymru	17,332	430,219	2,687	450,238	–
Change That Lasts	134,598	–	9,582	144,180	–
Sandwell Bystander	5,825	–	–	5,825	–
Lincolnshire DA Training contracts	17,460	–	–	17,460	–
CAF	145,573	–	12,383	157,956	–
Esmee Fairbairn	4,488	–	–	4,488	4,962
Esmee	26,021	–	–	26,021	–
ACE Hubs	7,175	–	7,965	15,140	–
	<u>2,252,722</u>	<u>632,975</u>	<u>202,278</u>	<u>3,087,975</u>	<u>2,910,459</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

12. Analysis of grants

	2022	2021
	£	£
Grants to institutions		
Grants to member organisations - WCVA VSEF small grants	–	177,656
Grants to member organisations - Comic Relief	–	346,975
Grants to member institutions - Tampon Tax Sector Strength Cymru	430,219	–
Grants to member institutions - Change that Lasts	202,756	–
Grants to member institutions - Welsh Government - Capacity Building Grant	–	3,000
	<u>632,975</u>	<u>527,631</u>
Total grants	<u>632,975</u>	<u>527,631</u>

13. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	32,851	26,044
Loss on disposal of assets	–	432
Operating Leases	22,326	28,678
Audit fees (including VAT)	4,554	4,128

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	1,661,207	1,271,230
Social security costs	152,596	117,625
Employer contributions to pension plans	86,487	65,121
	<u>1,900,290</u>	<u>1,453,976</u>

The average head count of employees during the year was 70 (2021: 62). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Administrative staff	13	12
Service delivery	43	39
	<u>56</u>	<u>51</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2022	2021
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>1</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2021: nil).

During the year there were expenses of £228 reimbursed to one trustee(2021 : £nil).

16. Transfers between funds

Net transfers detailed in note 23 relate to deficits made on certain projects during the year.

17. Tangible fixed assets

	Freehold Property £	Equipment £	Total £
Cost			
At 1 April 2021	439,672	194,959	634,631
Additions	–	12,417	12,417
Disposals	–	(26,949)	(26,949)
At 31 March 2022	<u>439,672</u>	<u>180,427</u>	<u>620,099</u>
Depreciation			
At 1 April 2021	78,849	136,692	215,541
Charge for the year	8,794	24,057	32,851
Disposals	–	(26,887)	(26,887)
At 31 March 2022	<u>87,643</u>	<u>133,862</u>	<u>221,505</u>
Carrying amount			
At 31 March 2022	<u>352,029</u>	<u>46,565</u>	<u>398,594</u>
At 31 March 2021	<u>360,823</u>	<u>58,267</u>	<u>419,090</u>

18. Debtors

	2022 £	2021 £
Trade debtors	445,422	573,819
Prepayments and accrued income	24,954	–
Other debtors	3,493	–
	<u>473,869</u>	<u>573,819</u>

19. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	544,812	129,305
Deferred Income	610,259	612,989
Accruals and deferred income	112,922	94,367
Social security and other taxes	43,775	58,519
	<u>1,311,768</u>	<u>895,180</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

20. Creditors: amounts falling due after more than one year

	2022	2021
	£	£
WCVA -Third Sector Resilience Fund for Wales Phase 2 Scheme Loan	<u>23,145</u>	<u>18,516</u>

21. Deferred income

	2022	2021
	£	£
At 1 April 2021	612,989	232,717
Amount released to income	(523,804)	(232,717)
Amount deferred in year	<u>521,074</u>	<u>612,989</u>
At 31 March 2022	<u>610,259</u>	<u>612,989</u>

Grant funding included within Deferred income and accruals as at 31 March 2022:

	2022
	£
CAF	36,394
South Wales Police & Crime Commissioner - Change that lasts project	92,334
South Wales PCC DA Matters	65,124
South Wales Police & Crime Commissioner – Female offending blueprint	85,912
South Wales Police & Crime Commissioner – Ask Me	36,735
South Wales Police & Crime Commissioner Support grant	11,000
Gwent Police op encompass review	10,879
WCVA Third Sector Resilience Fund for Wales Phase 2 Grant	26,625
ACE Hub	48,591
Thames Valley Police DA Matters	8,167
Trusted Pro DA Matters	20,000
Development work	31,600
Development work public affairs	8,744
Sandwell Council	4,175
Esmee Fairbairn	<u>123,979</u>
	<u>610,259</u>

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £86,487 (2021: £65,121).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted	587,202	225,766	(97,437)	(54,208)	661,323
Designated	100,000	—	—	—	100,000
	<u>687,202</u>	<u>225,766</u>	<u>(97,437)</u>	<u>(54,208)</u>	<u>761,323</u>

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Unrestricted	560,626	192,645	(60,831)	(105,238)	587,202
Designated	—	—	—	100,000	100,000
	<u>560,626</u>	<u>192,645</u>	<u>(60,831)</u>	<u>(5,238)</u>	<u>687,202</u>

Designated fund

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives, Made up of:

	£
Website Development	25,000
Training Management System	30,000
Inclusive Resources	25,000
Anti-Racism Review/ Action Plan	20,000
	<u>100,000</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

Restricted funds	At	Income	Expenditure	Transfers	At 31 March
	1 April 2021				2022
	£	£	£	£	£
Core Services	–	631,419	(647,460)	16,041	–
Training -Ask and Act	–	81,339	(81,339)	–	–
Welsh Government Live Fear Free Helpline	–	653,162	(653,162)	–	–
Welsh Government Capacity Building Grant	–	–	–	–	–
Welsh Government Bystander	–	–	–	–	–
Welsh Government National Training Framework	–	22,183	(22,183)	–	–
Rosa Justice and Equality Fund - Sexual Harassment	–	12,370	(12,370)	–	–
Moondance Covid-19 Relief fund	–	–	–	–	–
Moondance Heritage funding	–	–	–	–	–
WCVA Covid-19 resilience fund - VSEF Small grants	–	–	–	–	–
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	61,326	(61,326)	–	–
WCVA - VSEF Small grants	–	–	–	–	–
SWPCC Support and female offending blueprint	–	28,088	(28,088)	–	–
South Wales Police & Crime Commissioner - Change that lasts project	–	453,124	(491,291)	38,167	–
South Wales Police & Crime Commissioner - Survivor funding SEEdS	–	5,362	(5,362)	–	–
Comic Relief	–	39,543	(39,543)	–	–
Home Office Covid-19 National Support	–	–	–	–	–
Esmee Fairbairn	–	4,488	(4,488)	–	–
National Emergencies Trust	–	111,104	(111,104)	–	–
Tesco coins in Wales and groundworks	–	8,501	(8,501)	–	–
Tampon Tax - Ask Me Community Ambassadors	–	–	–	–	–
Tampon Tax - Sector Strength Cymru	–	450,238	(450,238)	–	–
Change That Lasts	–	144,180	(144,180)	–	–
CAF	–	157,956	(157,956)	–	–
DA Matters	–	40,254	(40,254)	–	–
ACE Hubs	–	15,140	(15,140)	–	–
National Violence Against Women Centre of Excellence	360,823	–	(8,794)	–	352,029
Capital Equipment I.T.	42,717	–	(7,759)	–	34,958
	<u>403,540</u>	<u>2,919,777</u>	<u>(2,990,538)</u>	<u>54,208</u>	<u>386,987</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Core Services	–	587,120	(587,120)	–	–
Training -Ask and Act	–	72,404	(72,404)	–	–
Welsh Government Live Fear Free Helpline	–	583,131	(583,418)	287	–
Welsh Government Capacity Building Grant	–	104,000	(104,000)	–	–
Welsh Government Bystander	–	10,000	(10,000)	–	–
Welsh Government National Training Framework	–	11,477	(11,477)	–	–
Rosa Justice and Equality Fund - Sexual Harassment	–	47,971	(47,971)	–	–
Moondance Covid-19 Relief fund	–	54,855	(48,811)	(6,044)	–
Moondance Heritage funding	–	3,676	(3,676)	–	–
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	–	–	–	–	–
WCVA - VSEF Small grants	–	251,584	(250,130)	(1,454)	–
WCVA Covid-19 resilience fund - VSEF Small grants	–	15,000	(10,303)	(4,697)	–
SWPCC Support and female offending blueprint	–	–	–	–	–
South Wales Police & Crime Commissioner - Survivor funding SEEdS	–	10,913	(11,013)	100	–
South Wales Police & Crime Commissioner - Change that lasts project	–	443,279	(446,001)	2,722	–
Comic Relief	–	360,457	(360,457)	–	–
Home Office Covid-19 National Support	–	132,002	(132,002)	–	–
Esmee Fairbairn	–	–	–	–	–
National Emergencies Trust	–	53,896	(53,169)	(727)	–
Tesco coins in Wales and groundworks	–	6,499	(6,499)	–	–
Tampon Tax - Sector Strength Cymru	–	–	–	–	–
Tampon Tax - Ask Me Community	–	–	–	–	–
Ambassadors	–	13,770	(13,770)	–	–
Change That Lasts	–	–	–	–	–
CAF	–	–	–	–	–
ACE Hubs	–	–	–	–	–
DA Matters	–	–	–	–	–
National Violence Against Women Centre of Excellence	369,616	–	(8,793)	–	360,823
Capital Equipment I.T.	27,305	88,975	(88,614)	15,051	42,717
	<u>396,921</u>	<u>2,851,009</u>	<u>(2,849,628)</u>	<u>5,238</u>	<u>403,540</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

Welsh Government Core Services - providing support to Welsh Women's Aid membership, advice and consultation relating to policy and legislation, service development and research, representing the voice of specialist services, executive and organisational management.

Training Ask and Act - Welsh Government funded training programme for relevant authorities under the Violence Against Women, Domestic Abuse and Sexual Violence National Training Framework.

Welsh Government Live Fear Free Helpline - national 24/7 helpline for survivors of violence against women, domestic abuse and sexual violence including women, men and children. Support for professionals working with survivors and advice to concerned members of the public.

Welsh Government - Sector Capacity Building

Rosa Justice and Equality Fund - Sexual Harassment Training for members

Moondance - Emergency Covid 19 Funding

Moondance Heritage Fund - Funding for legacy of the 40th Anniversary

WCVA 3rd Sector Resilience Fund to support service development due to Covid 19

WCVA Covid 19 Resilience Fund to support additional capacity due Covid 19 pressures

South Wales PCC - Female Offender Blueprint Training

South Wales Police and Crime Commissioner Survivor Participation Project - to implement and support survivor groups to empower and educate services in South Wales to improve their responses to victims of domestic abuse and sexual violence.

Comic Relief - Funding for sector service development

Home Office - Funding to support additional capacity due Covid 19 pressures

Esmee Fairbairn - Funding to support additional capacity due Covid 19 pressures

National Emergencies Trust - Covid 19 Funding for additional capacity

Tesco coin in Wales groundworks - Live Fear Free Helpline Training

Tampon Tax - Sector Strength Cymru funding to provide additional specialist response

Change that Lasts - Additional funding to roll out the approach

CAF - Sector Resilience Project to support survivor engagement and capacity building for members.

ACEs Hub - Development of Change that Lasts approach for children and young people

DA Matter - Police Training Contract under College of Policing licence

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

National Violence Against Women Centre of Excellence - capital reserve related to the purchase of Pendragon House.

Capital Equipment - capital reserve related to the purchase of IT equipment.

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	11,607	386,987	398,594
Current assets	2,084,629	–	2,084,629
Creditors less than 1 year	(1,311,768)	–	(1,311,768)
Creditors more than 1 year	(23,145)	–	(23,145)
Net assets	<u>761,323</u>	<u>386,987</u>	<u>1,148,310</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	15,550	403,540	419,090
Current assets	1,585,348	–	1,585,348
Creditors less than 1 year	(895,180)	–	(895,180)
Creditors more than 1 year	(18,516)	–	(18,516)
Net assets	<u>687,202</u>	<u>403,540</u>	<u>1,090,742</u>

25. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	<u>1,011,529</u>	<u>599,231</u>	<u>1,610,760</u>

Trustees have designated £100,000 of unrestricted reserves for development activities required to achieve the charity's objectives (note 23).

26. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	22,326	22,326
Later than 1 year and not later than 5 years	5,089	–
	<u>27,415</u>	<u>22,326</u>

27. Limitation of auditors liability

By way of a members' resolution dated 26th November 2021, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

28. Related parties

There were no related party transactions incurred during the year.

WELSH WOMEN'S AID

England & Wales - Charity number 1140962

Accounts

COMPANY REGISTRATION NUMBER: 07483469
CHARITY REGISTRATION NUMBER: 1140962

Welsh Women's Aid
Company Limited by Guarantee
Financial Statements
31 March 2021

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name Welsh Women's Aid

Charity registration number 1140962

Company registration number 07483469

Principal office and registered office Pendragon House
Caxton Place
Cardiff
CF23 8XE

The trustees

P Walters - Chair
J Taylor - Deputy Chair
R Eagles - Treasurer
C Davies
H Kell
J Hobbs (Retired 13 May 2020)
K Palmer
A Rodriques
K Griffiths (Retired 19 June 2020)

Auditor Jonathan Rhodes BSc BFP FCA
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Bankers Unity Trust Bank Plc
Nine Brindleyplace
Birmingham
B1 2HB

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management

Governing document

Welsh Women's Aid is governed by a Memorandum and Articles of Association and was incorporated in January 2011. Welsh Women's Aid was registered as a charity in March 2011.

As a registered charity and a Company Limited by Guarantee, Welsh Women's Aid is required to report annually to both the Charity Commission and Companies House. In the event of the organisation winding up, its members are required to contribute an amount not exceeding £1. Welsh Women's Aid's current governing document was updated in December 2013.

Recruitment and Appointment of Trustees

The Directors of the company are also the charity trustees.

All Trustees are recruited in line with Welsh Women's Aid Trustee Recruitment and Selection Policy and procedural framework. The Board is able to decide how many vacancies there are subject to the maximum of twelve persons and minimum of three persons. At least four Trustees should be recruited from Welsh Women's Aid membership of specialist services.

All Trustees are appointed for the skills and experience that they bring and their ability to assist Welsh Women's Aid in meeting its charitable objects. Candidates for all Trustee positions are interviewed, references are sought, and the recruitment panel recommendations are agreed by the Board. Trustees are confirmed at the AGM.

All terms of office are for a period of 3 years. Trustees who serve a three-year term are eligible for re-appointment for one additional term.

Trustees have the power to co-opt additional board members, who must retire at the next AGM but may stand for re-election as a Trustee. When considering co-opting members, the Board has regard to the requirement for any specialist skills and knowledge, such as fundraising/funding, HR, understanding of domestic abuse and other forms of violence against women, children and young people.

In 2020/21 2 trustees stepped down. A recruitment process will be run in 2021/22 to replace trustees due to come to the end of their tenure and those who have stepped down for other reasons.

Board of Trustees induction and training

All new Trustees are provided with Welsh Women's Aid's Memorandum and Articles, Governance Policy which sets out their roles and responsibilities, a copy of 'The Essential Trustee' provided by the Charity Commission, and are invited to discuss any queries with the Chair.

New members of the Board undergo a comprehensive induction programme to brief them on the work of Welsh Women's Aid, the history of the women's aid movement, their legal obligations as Trustees, the Board's decision making processes, the functioning and structure of services, the business plan and recent financial performance. During induction, new Trustees meet key employees and other Trustees. The Board is encouraged to participate in internal and external training events which will further their skills and knowledge in undertaking their roles. A skills audit is undertaken every two years to ensure that the Board has the right mix of skills and experience and the information to determine whether they need to recruit appropriately skilled external members.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Going Concern Assessment

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the Covid-19 pandemic and the possibility of future lockdowns, increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy. In the light of the significant and ongoing impact of the Covid-19 Pandemic a mid-term review of the Strategic Business Plan was carried out to ensure that the key objectives of the organisation were still relevant and aligned to the changing environment and to revise the organisational delivery plan for the next 2 years.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

The Board of Trustees meets quarterly and is supported by the Governance Sub-Group, Finance and Fundraising Sub-Group and HR and Employment Sub Group to assist the decision making process by exploring risks and options in detail and scrutinising the quarterly reports prior to full Board meetings and, where appropriate, making recommendations to the Board. The Governance Sub-Group maintains oversight of the risk management process. Sub-Groups do not have decision making powers; they are a recommending body only.

Internal controls are made more robust by the existence of procedures for the authorisation of all transactions. Procedures are in place to ensure compliance with the Health and Safety of staff, Trustees, volunteers, clients and visitors to the organisation. These controls and procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Board. All significant new initiatives, major commitments and investment projects are subject to formal approval by the Board.

During 2020/21 3 critical strategic risks were identified and addressed during the year. These included actions to mitigate risks associated with the Covid-19 pandemic; implications on specialist services and survivors of abuse of leaving the EU; and the reputational risk from a publicly raised concern by an external party related to a joint campaign lead by an associate organisation. Activities to mitigate the risks identified due to the Covid-19 pandemic and lockdown restrictions on survivors continued throughout 2020/21 with significant funding secured and service delivery impact monitored. We continue to work with services, key stakeholders and funders to address the increase in demand access to specialist services and the impact of leaving the EU in the same timescale. We have taken prompt and significant steps to address the concerns raised by the external party and have since received a review of the incident and recommendations from an independent assessor.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Organisational Structure and Management

The responsibility for the day to day management and delivery of services to meet the charity's objects is delegated to the Chief Executive Officer (CEO) and Senior Management Team (SMT).

The SMT shares the responsibility for reporting to the Board with the CEO, in relation to the management and implementation of the organisation's strategy, its priorities, progress reports on its operational plan, its financial position and risk management procedures. Each member of the SMT is responsible for elements of the Strategic Delivery Plan.

Welsh Women's Aid staff remuneration is aligned to the NJC pay scales based on the evaluation of appointed roles. Application of cost of living pay increases are subject to funding and approval by trustees.

In 2020/21 Welsh Women's Aid appointed a new interim CEO after the previous incumbent requested a secondment to a high profile opportunity in Australia for a 4 year period. The new CEO took up her post in April 2020.

Objectives and activities

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities

The Welsh Women's Aid charitable objects are for the benefit of the community:

To promote the relief of distress and suffering experienced by, in particular but not exclusively, any women or her children from differing social groups who have or are experiencing domestic abuse and all other forms of 'violence against women', including the wider social and economic impacts.

Welsh Women's Aid is a national violence against women, domestic abuse and sexual violence (VAWDASV) membership organisation, with over 40 years of experience in campaigning, shaping and influencing policy to be prioritised by government. Welsh Women's Aid represents and supports a federation of local independent charities delivering specialist violence against women, domestic abuse and sexual violence women prevention services in Wales, as part of a UK network of provision. Welsh Women's Aid works to achieve improvements in national policy and practice for the benefit of members of the women's aid movement and others working in this area, and most importantly, their primary service users: women, children and young people experiencing domestic abuse, sexual violence and other forms of violence against women.

Our 5 Year Strategy 2019-24 which sets out our vision, mission, values and planned activities in more detail is available on our website.

Our Vision: A world in which women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so achieve independence, freedom and liberation from oppression.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Our Values: We are feminist and value diversity of lived experiences

We promote integrity: We are accountable, and place survivors' voices and their lived experiences central to our work. We encourage respect, transparency and learning from experience, we challenge misuse of power and promote social responsibility in all we do.

We collaborate: We work with survivors, specialist services, other organisations, individuals and communities, to capacity-build services and to evidence and deliver what works in preventing violence against women, domestic abuse and sexual violence.

We empower: We advocate a rights-based approach so that all women and children can achieve their full potential, and we promote services led by and for women/minoritised groups as being vital to meeting needs and to achieving social, economic and political liberation from patriarchy, racism, and other oppressions.

We transform: We are committed to challenging inequalities and discrimination, to combining high-quality services with activism for social change, and building a movement that ends violence against women and girls and liberates women and girls from multiple and intersecting oppressions to benefit everyone.

Objectives and Priorities in 2020/21

Preventing violence against women, domestic abuse and sexual violence from happening in the first place:

We are committed to primary prevention, which involves education to change attitudes and perceptions, to prevent abuse from happening in the first place. It can be targeted universally or at specific groups, such as children or members of a particular community. Prevention work requires a commitment to challenging and changing the social and cultural norms, systems and structures that perpetuate abuse, harms and inequalities. Prevention work also needs to address the fact that violence against women and girls is structural and one of the social mechanisms that forces the subordination of women and girls in society. For this reason, working to further women's and girls' liberation, to challenge and dismantle gendered social norms and expectations, and to dismantle patriarchy and other systems of oppression is a key means of achieving its prevention.

Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time:

We are committed to providing excellent member services and support which helps specialist services deliver quality provision, as centres of excellence in their communities. Effective provision is dependent on identifying as early as possible those who are likely to experience abuse, and to provide high quality resources and support to prevent further abuse and reduce its impact ("secondary prevention"). Effective provision is also dependent on providing longer term support and advocacy to reduce the trauma and harm caused by more prolonged exposure to violence and abuse, which is often cumulative for women and girls ("tertiary prevention").

Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities *(continued)*

Fundraising

During 2020/21, Welsh Women's Aid received donations totalling £70,024. Funds were raised from a wide range of supporters including first time donations from people recognising domestic abuse and sexual violence for the first time as a result of the Covid-19 pandemic. Opportunities to engage in fundraising activities were severely curtailed, however, awareness raising and campaigning successfully increase our visibility and sign up to online and payroll giving increased as a result.

During 2020/21 we successfully secured funding to continued service delivery in a rapidly changing environment, development of resources for online delivery, implementation of enhanced IT capability, refurbishment of our offices and significant engagement with large funders to support our member services in communities.

Data protection

In 2020/21, we continued our work to maintain the highest standard of data protection and compliance with the GDPR legislation. To that end all staff have received up-to-date, bespoke GDPR training, guidance and information on data protection procedures. Further to this we have supported members with their work to ensure that their data protection procedures are also compliant by providing advice, guidance and templates.

Preventing violence against women, domestic abuse and sexual violence from happening in the first place

Website and Social Media:

Over the financial year WWA significantly increased our online presence with new website users (26%), increased following on social media platforms and engagement with campaigns including Covid-19 Stand with Survivors, No Grey Areas Sexual Harassment campaign and Let's Talk About.... campaign aimed at younger people. These campaigns included production of Bystander Toolkit (available in several languages), infographics and resources to educate and inform the public about aspects of VAWDASV, promote the Live Fear Free Helpline and highlight specialist services.

Events:

This year, we held events online including amongst others, a national 'Time to Act' conference with a prevention focus attended by more than 100 attendees and a virtual roundtable event 'Creating Change that Lasts: Responding to VAWDASV following the Covid-19 Pandemic' for 70 participants. We also held a well-attended Practice Development Seminar on Prevention: Changing the Narrative.

High Profile Supporters:

We produced videos with several high-profile people including our patron Sian Harries, comedian Kiri Pritchard Mclean, high profile CEOs and public figures including Children's Commissioner, Chwarae Teg, Domestic Abuse Commissioner, National VAWDASV Adviser, key Welsh Government Ministers and WCVA to amplify our campaigns message to raise awareness of the Live Fear Free Helpline and support services during lockdown. The videos were shared across Instagram, Twitter and Facebook

Change that Lasts: Systems Change Model for Prevention, Response and Support for VAWDASV:

We have continued to work to deliver the Change That Lasts model with our colleagues in Cardiff. We have assessed training needs and supported reflective practice among frontline services and managers. As part of this we have developed Specialist Services training, which focusses on what it means to be a women-led and Women's Aid service, to be trauma-informed, needs-led, survivor focussed service and part of the women's movement.

Welsh Women's Aid

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

We are committed to amplifying the diverse experiences of survivors and to developing and collaborating in partnership in a way that upholds our values and demonstrates mutual respect, transparency, honesty and integrity, which underpins all our work. By focussing on collaboration to improve responses for those who experience multiple discrimination - Black and minoritised women, lesbians, disabled women, migrant women, young people, older women, trans women - we aim to improve access to support and justice for all survivors of abuse.

ENSURING OUR WORK DELIVERS OUR AIMS

All staff and Trustees are active in reviewing progress and achievements on a monthly and quarterly basis, as well as reviewing delivery against strategic objectives on an annual basis.

A robust review process helps Welsh Women's Aid to ensure aims, objectives and activities remain focused on charity objects, in accordance with charity commission guidance. The trustees set a list of key performance indicators against which progress is assessed at a strategic level against the Welsh Women's Aid strategic objectives allowing scrutiny and corrective action to be taken where necessary.

Achievements and performance

REVIEW OF ACTIVITIES AND HOW WE DELIVER PUBLIC BENEFIT

Progress and achievements in 2020/21

In March 2020 the Covid-19 Pandemic led to unprecedented restrictions on the public's activities including an extended period of lockdown. The impact of access to help and support for victims and survivors of violence against women, domestic abuse and sexual violence was curtailed and the sector has had to adapt to the conditions.

Welsh Women's Aid had a very challenging but also successful year in 2020/21. As with many organisations we have completely transferred our operations to online delivery with all staff working from home. We have redirected resources to increase engagement with government and statutory services, promoted specialist services to survivors and the wider public, produced resources for our members, the wider VAWDASV sector and bystanders and raised awareness of the impact on people who have been locked down with abusers for significant periods of time.

Significant effort has been directed to accessing emergency funding for our members to enable them to continue to provide frontline services in refuges and communities as well as the Live Fear Free Helpline which is predominantly funded by Welsh Government and run by Welsh Women's Aid. Throughout the Covid-19 Pandemic increase in demand for VAWDASV services has been evidenced.

We have successfully extended our influence in Wales, UK and internationally by engaging with local government, Welsh Government, Westminster and the European Union to talk about the importance of addressing violence against women and our approach through the Change that Lasts model. This has influenced changes in policy and the introduction of new legislation including the UK Government Domestic Abuse Bill which was enacted in 2021. Our standing as a leading light on violence against women has increased and we have further developed Change that Lasts which provides a holistic approach to responding, supporting and preventing domestic abuse, sexual violence and all forms of violence against women, including response to perpetrators of abuse. We have supported our membership with capacity building support, our roll out of National Quality Service Standards, briefings and other bespoke support and advocacy.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities *(continued)*

We continue to support our Ask Me Ambassador Network and have carried out recruitment and Ask Me Community Ambassador training online. We received funding to look at increasing the diversity of Ask Me Community Ambassadors, some of which we have disseminated to our equalities partners on the ground who we will be working with into 2021-22.

We delivered Trusted Professional Training online to organisations interested in improving their response to survivors and perpetrators of violence against women.

In 2020 we launched the final version of our Blueprint on the Prevention of VAWDASV. The Blueprint aims to achieve "a Wales in which all women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so, achieve independence, freedom, and liberation from oppression".

Influencing the National Agenda:

In the last year we have successfully raised our profile and the profile of Welsh survivors, particularly with Westminster. This is in part because the move to online working has enabled us to attend more meetings than was previously possible when attendance in person was required. Meetings have included with the National Domestic Abuse Police Stakeholder Group and College of Policing meetings as well as with the Ministry of Justice and the Home Office.

Welsh Women's Aid worked in close partnership with UK-wide VAWDASV organisations this year, attending fortnightly meetings with the Domestic Abuse Commissioner (designate) Nicole Jacobs to provide data and feedback on the needs of survivors on Wales; the call write-ups are shared with all government departments.

We have worked with colleagues from across devolved and non-devolved public and specialist sectors to join in planning for an effective post-Covid response and have joined national partners to focus on how we are meeting the Wales VAWDASV strategy and the development of a new strategy in 2021.

We engaged in MOJ and policing meetings, ensuring that the CJS response planned at an England and Wales level is informed from the frontline in Wales.

WWA collaborated with sister organisations in England to responding to the reintroduction of the DA Bill and provide supporting evidence for the first reading. We have informed a joint briefing from the sector outlining the priorities of the bill, reviewed and informed amendments on family courts and provided guidance to the Victims Commissioner on a new offence regarding strangulation. We continue to work alongside EFAW, Rape Crisis and Imkaan.

Welsh Women's Aid has continued to support the Welsh Government VAWDASV communications meetings and provide feedback on the latest campaign concepts.

Since the start of the Covid-19 pandemic we have produced briefings for Welsh Government regarding the initial impact assessment on survivors and specialist services outlining clear solutions to mitigate the impact and enable services to maintain and increase support. These were informed by direct consultation with specialist services. We have also written to the First Minister, key portfolio ministers, PCCs and WLGA to outline the focus needed from all stakeholders and to offer to work with them to maintain and increase provision. We have worked closely with the Welsh Government strategic VAWDASV Team to advise on the government's response and approach to Covid-19 during lockdown.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Provided expertise on VAWDASV to commissioners:

During 2020/21, WWA held an online event for commissioners with presentations and workshops on various subjects including: commissioning VAWDASV services and the Change that Lasts model; regional commissioning; Blueprint for Prevention; and survivors with No Recourse to Public Funds.

WWA has promoted the opportunities with commissioners to adopt the Change that Lasts model across Wales having piloted the full model with specialist services in collaboration with Respect in Cardiff. Continuation funding has been secured to extend the project in 2021/22 including role out of the Ask Me Community Ambassador Scheme to more areas in South Wales and development of resources for marginalised communities.

National Quality Service Standards:

In consultation with members and survivors, we redesigned the NQSS Standards and process to further align with the Change that Lasts principles, as well as to ensure they are relevant to the online service delivery that has been necessary this year. The first assessment round on the new NQSS will take place in May 2021. As always, a Respect representative will be invited to our NQSS panel meetings to strengthen our quality assurance process.

Live Fear Free Helpline:

The Live Fear Free Helpline is funded predominantly by Welsh Government and delivered by Welsh Women's Aid having delivered a helpline in Wales since 2004. The helpline managed 29,238 contacts during 2020/21. Due to the increase in the proportion of calls from the public and the lack of support available from public services due to the Covid-19 pandemic, the average duration of calls increased by 37%. There was a significant increase in the complexity, severity and diversity of the calls with increases in contacts identifying mental health, disability, stalking and cultural complexity.

National Training Partnership:

The Welsh Women's Aid Training Centre of Excellence provides accredited and non-accredited training courses delivered by expert and specialist trainers from the VAWDASV sector in Wales. The training offer in 2020/21 has been a digital one. Following the lockdown from 23rd March 2020, the team worked incredibly hard to develop online versions of all our training. Not only have we maintained training delivery during the last year but increased our offer, which has been met with increased demand and uptake both among our members and beyond.

WWA delivered training and accredited CPD on areas including Sexual Harassment, Vicarious Trauma, Understanding VAWDASV, Understanding Confidentiality and Boundaries, Bystander Awareness, STAR for children aged 7-11 and aged 14-25.

We also delivered Level 3 Certificate in Preventing and Tackling Domestic and Sexual Abuse/Violence in three regions (North Wales, West Wales and South Wales) to 20 participants. The Level 3 certificate is a nationally recognized qualification endorsed by the Home Office as equivalent to an IDVA qualification and compliant with the Welsh Government National Training Framework for VAWDASV services at Group 4.

We developed a Members' Curriculum of induction training, focussed on frontline practitioners a number of which were recruited in response to the extra demand during the Covid-19 pandemic. The National Curriculum focusses on trauma, vicarious trauma, the dynamics of VAWDASV, sexual harassment and coercive control.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance *(continued)*

Survivor Participation:

Despite the lockdown WWA still managed to do a significant amount of work with survivors this year. We recruited a Survivor Engagement Officer who has worked hard at building our network of survivors. We received Time Credits training in order to be able to provide these for survivors in return for their time and engagement.

We engaged survivors in our work including:

- the development of the NQSS toolkit and the Live Fear Free promotional materials
- research into the impact of Welsh Covid-19 measures on survivors managing child arrangements orders
- the refresh the Survivor Handbook
- a safeguarding event in the Vale of Glamorgan
- a survey of survivors looking at what they have found useful and, with lockdown being lifted, what information would be useful going forward.

We produced safety and selfcare information for survivors about immediate support as well as practical activities for historic survivors in managing anxiety and mental health with limited support network contacts. We worked with young survivors, and Children and Young People workers, on the development of the Recovery Pack. We have had to delay the pilot because the programme is designed for face to face delivery, but the programme will be piloted as soon as possible. We are conferring with experts to find ways of supporting children and young people to recover from experiences of VAWDASV so that they do not fall through the gaps.

Welsh Women's Aid Federation:

Welsh Women's Aid is a federation of specialist services, survivors, campaigners and allies across Wales. Some of our members' services are small local specialist providers and others are regional or national in their scope. The support provided by these organisations is diverse and includes delivery of refuge-based support, rape crisis support, community and outreach support for women, children and young people, and men across Wales.

Despite their vital importance, many of our services operate in an uncertain environment having to compete for funding that is often delivered in short-term yearly cycles. Welsh Women's Aid provide bespoke assistance to each of our 20 members to ensure that their vital work continues uninterrupted and unburdened by external restrictions. Some of the ways in which we did this in 2020-21 are:

- **Access to National Quality Service standards**
- **Members' meetings and partnership work** – At the start of 2020/21, WWA held weekly meetings, moving to monthly meetings with our members to: identify issues relating to Covid-19 and wider, offer support, escalate concerns to Welsh Government and to focus on specific areas of work such as supporting survivors with no recourse to public funds (NRPF). We invited a range of external speakers, including the Welsh Government who spoke on expected practice for high and very high risk domestic abuse perpetrators, and national experts who spoke on supporting survivors of faith, supporting 'So Called' Complex needs and wellbeing, self-care and boundaries.
- **The Children and young people worker network** provided seminars on working with young people at risk of exploitation, making space for outdoor play and VAWDASV and the impact on children and young people.
- **Transformational leadership and resilience webinar** aimed at CEOs and trustees to reflect on how organisational values can provide stability during times of great change, exploring ideas around transformational leadership and considering how to build resilience of the board and senior managers.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance *(continued)*

- **Capacity Building Programme** provided members with bespoke consultancy support, including assistance with grant funding bids, National Quality Standards preparation, effective engagement with survivors, monitoring and evaluation systems, social media, website development, marketing and supporting staff wellbeing during the pandemic. We developed training and support programmes in response to members' need, including supporting survivors with NRPF, becoming tender ready, stalking and working safely online with survivors.
- **Sexual violence and harassment network** for sexual violence member services and engagement with the Child Sexual Exploitation Centre to discuss their data with our member services.
- **Fundraising Network Group** providing support to members through: fortnightly meetings for fundraisers to facilitate peer support, shared knowledge and best practice, fortnightly funding updates, application advice and access to corporate and other donations.

VAWDASV partnership work:

We continued to work as a federation to support the public sector at local and national levels to improve their identification of and response to survivors and perpetrators of VAWDASV. We worked with commissioners and strategic leads across Wales to inform and support the delivery of VAWDASV plans, and to make sure they were informed by the needs of survivors. This included work with the Violence Prevention Unit in the development of a collaborative data set and have started to explore how this narrative can inform future planning to respond to VAWDASV going forward.

We worked with Bawso, Welsh Government and ACEs (Adverse Childhood Experiences) Hub to develop a range of factsheets for education staff to encourage identification of VAWDASV and awareness of referral routes to specialist support for children and young people. We created a range of posters in 10 languages for young people and shared in the Hwb, the Welsh Government's strategic digital channel to support the delivery of the school curriculum in Wales, to assist with continued engagement with young people on RSE during Covid19 pandemic.

WWA continued to engage with the Relationships and Sex Education (RSE) working group providing VAWDASV expertise on the drafting of the RSE Code and worked with NSPCC, Stonewall Cymru, Cardiff University and Brook Cymru, and engaged BAWSO and Ethnic Minorities & Youth Support Team to produce a briefing for MSs on RSE and the curriculum bill.

Research, National Data Gathering and Reporting:

In 2020, due to the Covid-19 pandemic, we prioritised collaborations with academic institutions to understand the impact of the pandemic on VAWDASV. We fed in our concerns at webinars organised by the VAWG Research Network; we organised a meeting with members to provide feedback regarding policing responses during the pandemic to Bournemouth University and worked with Kings College London and Durham University to research on the impact on domestic abuse services and the impact of Covid-19 on domestic abuse, respectively.

We also worked with academics and fellow federations to launch the [Research Integrity Framework](#) which brings together the knowledge and experience of both academic and specialist sector. The framework sets out the critical importance of grounding research on domestic abuse within the wider field of violence against women and girls, taking an intersectional approach and ensuring that research focusing on minoritised groups should be carried out by researchers from organisations led by those groups.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance *(continued)*

WWA published our 4th annual State of the Sector report, setting out the actions required to deliver a sustainable funding model for specialist services. We published a blog to outline the key points as well as publishing a short series of explainer infographics on social media. The blog and report were shared with members, regional leads, local authority leaders, criminal justice, trust funds, third sector and health boards to publicise the need for cross government and cross sector support for a sustainable funding model.

Our evidence submissions regarding the Covid-19 pandemic have also included specific information regarding children and young people services and the needs of children and young people as survivors. This has included the case for more support for children in refuge. The use of schools and hubs to continue contact with children in community support.

Financial review

In 2020/21 the organisation had an in year surplus of £133,195. Restricted funds increased by £6,619. As at 31 March 2021 the charity reported retained funds of £1,090,742. Represented by; £687,202 of unrestricted funds and £403,270 of restricted funds.

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives, made up of:

	£
Website Development	25,000
Training Management System	30,000
Inclusive Resources	25,000
Anti-Racism Review/ Action Plan	20,000
	<hr/>
	100,000
	<hr/>

The majority of the organisation's income is grant funded and we recognise the need to build a suitable level of reserves to meet the needs of the charity. We have a Reserves Policy which assesses the level of unrestricted reserves required to meet costs of closure, foreseeable exceptional expenditure and temporary reductions in funding. The current level of unrestricted reserves are adequate to meet the Reserves Policy.

The Welsh Government is the principal funder providing 48% of the charity's income for continuing operations. The remaining income is from a variety of sources including donations, member subscriptions, foundations and other public sector bodies.

The continuing and discontinued operations are stated separately throughout the report for comparison prior to transfer of operations.

We'd like to take this opportunity to thank our funders, members, donors and organisational supporters for the contributions they make to the important work we do with particular recognition to the survivors, ambassadors and allies without whom our objective of eradicating violence against women in all its forms, would not be possible.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance *(continued)*

PLANS FOR FUTURE PERIOD 2021/22

2021/22 will be the third year of our 5 Year Strategy delivery. We will continue with our work to promote the social and cultural change needed to end violence against women, domestic abuse and sexual violence, that unites us with our funders, supporters, and the communities we serve. Our national federation has a shared vision, value-base and approach, and investment into a federated structure provides the combined impact of individual charities with the benefit of collective impact, resilience and strength as a movement. Together, we provide a strong, well-developed and cohesive programme of local, regional and national work that benefits survivors and creates a safer, healthier, more equal and violence-free future for everyone.

Our Strategy and delivery align with the Well-being of Future Generations framework in Wales by adopting a long-term approach that focuses on prevention, prioritising collaboration and integration, and centring the involvement of survivors, members, services and stakeholders

During 2020/21 we carried out a mid-term review of our strategy to ensure that any impact of the Covid-19 pandemic was included in our plans.

In 2021/22 our work will continue to focus on our strategic priorities:

- " Preventing violence against women, domestic abuse and sexual violence from happening in the first place
- " Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time
- " Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts

Our priorities for 2021/22 will be to ensure:

That violence against women, domestic abuse and sexual violence remains a top priority for government during and following the Covid-19 Pandemic regardless of the risks of economic downturn and future surges in demand and spikes in the prevalence of Covid-19.

Internally, we will also work to ensure our overall efficiency and effectiveness is improved, we lead on evidence-based services, our capacity, fundraising and supporter base is increased, we enhance and improve delivery and impact of direct services, and strengthen our internal and external communications.

This will include, for example, providing member services with bespoke support and making sure that survivors get the help and support they need, through providing training, guidance and toolkits, that support professionals to provide effective and appropriate responses to survivors; and using our influence and networks to ensure survivors voices are heard and remain at the centre of any existing or developing interventions.

We will continue to support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Act including the refresh of the Welsh Government VAWDASV Strategy and development of a sustainable funding model for Wales.

We will continue to campaign for a strong and effective VAWG Strategy for England and Wales following the Domestic Abuse Act 2020 and with our sister federations in the UK maintain pressure on the criminal justice system to better respond to allegations and prosecution of crimes related to violence against women and girls.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

We will continue to monitor the risks related to leaving the EU and to ensure negative impacts are mitigated and prioritised by government and commissioners.

Will continue to advocate to ensure Wales' strategy, legislation and international convention requirements are delivered. We will be ensuring that the diverse interests and experiences of our member services and of survivors remain at the centre of any approach to improve practice and prevent violence and abuse to ensure that no woman is left behind.

Welsh Women's Aid

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Trustees' responsibilities statement

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

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

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:


P Walters - Chair
Trustee

26/11/21

R Eagles - Treasurer
Trustee

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid

Year ended 31 March 2021

Opinion

We have audited the financial statements of Welsh Women's Aid (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity'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;
- 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 auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 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 charity'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.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2021

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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' exemptions from the requirement to prepare a strategic report.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2021

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2021

- Considering the effect on risk to the company of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the company's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Welsh Women's Aid

Company Limited by Guarantee

Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)*

Year ended 31 March 2021

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total from continuing operations £	Discontinued operations £	Total funds £	Total from continuing operations £	Discontinued operations £	2020 Total funds £
Income and endowments									
Donations and legacies	5	71,557	—	71,557	—	71,557	38,844	255	39,099
Charitable activities	6	105,445	2,851,009	2,956,454	15,195	2,971,649	1,976,809	124,633	2,101,442
Other trading activities	7	—	—	—	—	—	—	19,299	19,299
Other income	8	448	—	448	—	448	—	—	—
Total income		<u>177,450</u>	<u>2,851,009</u>	<u>3,028,459</u>	<u>15,195</u>	<u>3,043,654</u>	<u>2,015,653</u>	<u>144,187</u>	<u>2,159,840</u>
Expenditure									
Expenditure on charitable activities	9,10	47,247	2,849,628	2,896,875	13,584	2,910,459	2,040,181	235,421	2,275,602
Total expenditure		<u>47,247</u>	<u>2,849,628</u>	<u>2,896,875</u>	<u>13,584</u>	<u>2,910,459</u>	<u>2,040,181</u>	<u>235,421</u>	<u>2,275,602</u>
Net income/(expenditure)		130,203	1,381	131,584	1,611	133,195	(24,528)	(91,234)	(115,762)
Transfers between funds		(5,238)	5,238	—	—	—	—	—	—
Net movement in funds		<u>124,965</u>	<u>6,619</u>	<u>131,584</u>	<u>1,611</u>	<u>133,195</u>	<u>(24,528)</u>	<u>(91,234)</u>	<u>(115,762)</u>

The statement of financial activities (including income and expenditure account)
continues on the following page.

The notes on pages 25 to 46 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account) (continued)
Year ended 31 March 2021

	Note	2021		2020		
		Unrestricted funds £	Restricted funds £	Total from continuing operations £	Discontinued operations £	Total funds £
Reconciliation of funds						
Total funds brought forward		560,626	396,921	957,547		1,073,309
Total funds carried forward		<u>685,591</u>	<u>403,540</u>	<u>1,089,131</u>	<u>1,611</u>	<u>1,090,742</u>
						<u>957,547</u>
						<u>1,048,781</u>
						<u>1,073,309</u>
						<u>(91,234)</u>
						<u>957,547</u>

The statement of financial activities includes all gains and losses recognised in the year.


The statement of financial activities (including income and expenditure account) continues on the following page.

The notes on pages 25 to 46 form part of these financial statements.

Welsh Women's Aid
Company Limited by Guarantee
Statement of Financial Position
31 March 2021

	Note	2021 £	£	2020 £
Fixed assets				
Tangible fixed assets	17		419,090	396,921
Current assets				
Debtors	18	573,819		569,993
Cash at bank and in hand		1,011,529		490,028
		1,585,348		1,060,021
Creditors: amounts falling due within one year	19	895,180		499,395
Net current assets			690,168	560,626
Total assets less current liabilities			1,109,258	957,547
Creditors: amounts falling due after more than one year	20		18,516	-
Net assets				
			1,090,742	957,547
Funds of the charity				
Restricted funds			403,540	396,921
Unrestricted funds			687,202	560,626
Total charity funds	23		1,090,742	957,547

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:


P Walters - Chair
Trustee 26/4/21

R Eagles - Treasurer
Trustee

The notes on pages 25 to 46 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income/(expenditure)	133,195	(115,762)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	26,044	25,209
Interest payable and similar charges	78	83
Loss on disposal of heritage assets	432	8,369
Accrued (income)/expenses	(185,086)	107,786
<i>Changes in:</i>		
Trade and other debtors	(3,826)	(146,247)
Trade and other creditors	599,387	43,583
Cash generated from operations	570,224	(76,979)
Interest paid	(78)	(83)
Net cash from/(used in) operating activities	570,146	(77,062)
Cash flows from investing activities		
Purchase of tangible assets	(48,643)	(22,586)
Proceeds from sale of tangible assets	430	8,369
Proceeds from sale of heritage assets	(432)	(8,369)
Net cash used in investing activities	(48,645)	(22,586)
Net increase/(decrease) In cash and cash equivalents	521,501	(99,648)
Cash and cash equivalents at beginning of year	490,028	589,676
Cash and cash equivalents at end of year	1,011,529	490,028

The notes on pages 25 to 46 form part of these financial statements.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

1. General Information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Pendragon House, Caxton Place, Cardiff, CF23 8XE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the Covid-19 pandemic and the possibility of future lockdowns, increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy. In the light of the significant and ongoing impact of the Covid-19 Pandemic a mid-term review of the Strategic Business Plan was carried out to ensure that the key objectives of the organisation were still relevant and aligned to the changing environment and to revise the organisational delivery plan for the next 2 years.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold Property	-	2% p.a. Reducing balance basis
Equipment	-	25% p.a. Reducing balance basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 19 members of the company (2020: 21 members).
Reduction due to merger of organisations.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Continuing operations £	Discontinued Operations £	Total Funds 2021 £
Donations	70,024	–	70,024	–	70,024
Memberships	1,533	–	1,533	–	1,533
	<u>71,557</u>	<u>–</u>	<u>71,557</u>	<u>–</u>	<u>71,557</u>

During the year the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

	Unrestricted Funds	Restricted Funds	Continuing operations £	Discontinued Operations £	Total Funds 2020 £
Donations	26,703	70	26,773	255	27,028
Memberships	12,071	–	12,071	–	12,071
	<u>38,774</u>	<u>70</u>	<u>38,844</u>	<u>255</u>	<u>39,099</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total from Continuing	Discontinued operations	Total Funds 2021 £
Services as part of direct charitable activities	25,185	–	25,185	–	25,185
Training income	59,748	–	59,748	–	59,748
Welsh Government Grant - Live Fear Free Helpline	–	583,131	583,131	–	583,131
Welsh Government Grant - Core Funding	–	587,120	587,120	–	587,120
Welsh Government Grant - Capital Funding	–	88,973	88,973	–	88,973
Welsh Government - National Training Framework	–	11,477	11,477	–	11,477
Welsh Government - Training Ask & Act	–	72,404	72,404	–	72,404
Welsh Government – Bystander	–	10,000	10,000	–	10,000
Welsh Government Grant - Capacity building grant	–	104,000	104,000	–	104,000
WCVA VSEF Small grants	–	251,584	251,584	–	251,584
WCVA Coronavirus Resilience fund – VSEF Small grants	–	15,000	15,000	–	15,000
Comic Relief - Covid-19 Emergency grant	–	360,457	360,457	–	360,457
Home Office National Covid-19 Support provision	–	132,002	132,002	–	132,002
Esmee Fairbairn Covid-19 Emergency grant	20,512	–	20,512	–	20,512
South Wales Police & Crime Commissioner -Change that Lasts Project	–	443,279	443,279	–	443,279
Tampon Tax - Ask Me Community Ambassadors	–	13,771	13,771	–	13,771
Rosa Justice & Equality fund – Sexual harassment	–	47,971	47,971	–	47,971
Lottery- Heritage Funding	–	–	–	–	–
National Emergencies Trust	–	53,896	53,896	–	53,896
Moondance Covid-19 Emergency	–	54,855	54,855	–	54,855
Moondance Foundation – Heritage	–	3,677	3,677	–	3,677
Tesco coin in Wales and Groundworks	–	6,499	6,499	–	6,499
Lloyds TSB Foundation England and Wales - Capacity Building	–	–	–	–	–
Pilgrim Trust - Survivor Funding SEEdS	–	–	–	–	–
South Wales Police & Crime Commissioner - Survivor funding SEEdS	–	10,913	10,913	–	10,913
Wrexham County Borough Council - Supporting People and Programme Grant	–	–	–	–	–
Conwy County Borough Council - Supporting People and Programme Grant	–	–	–	–	–
Direct service charges	–	–	–	15,195	15,195
Conwy County Borough Council - Families First Grant	–	–	–	–	–
Peoples Postcode Trust - Colwyn Bay	–	–	–	–	–
Wrexham - Children In Need	–	–	–	–	–
	<u>105,445</u>	<u>2,851,009</u>	<u>2,956,454</u>	<u>15,195</u>	<u>2,971,649</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

	Unrestricted Funds £	Restricted Funds £	Total from Continuing	Discontinued operations	Total Funds 2020 £
Services as part of direct charitable activities	22,493	1,405	23,898	–	23,898
Training income	43,224	–	43,224	–	43,224
Welsh Government Grant - Live Fear Free Helpline	–	484,956	484,956	–	484,956
Welsh Government Grant - Core Funding	–	564,538	564,538	–	564,538
Welsh Government Grant - Capital Funding	–	28,461	28,461	–	28,461
Welsh Government - National Training Framework	–	16,830	16,830	–	16,830
Welsh Government - Training Ask & Act	–	81,339	81,339	–	81,339
Welsh Government – Bystander	–	–	–	–	–
Welsh Government Grant - Capacity building grant	–	–	–	–	–
WCVA VSEF Small grants	–	–	–	–	–
WCVA Coronavirus Resilience fund – VSEF Small grants	–	–	–	–	–
Comic Relief - Covid-19 Emergency grant	–	–	–	–	–
Home Office National Covid-19 Support provision	–	–	–	–	–
Esmee Fairbairn Covid-19 Emergency grant	–	–	–	–	–
South Wales Police & Crime Commissioner -Change that Lasts Project	–	432,516	432,516	–	432,516
Tampon Tax - Ask Me Community Ambassadors	–	166,105	166,105	–	166,105
Rosa Justice & Equality fund – Sexual Harassment	–	57,818	57,818	–	57,818
Lottery- Heritage Funding	–	10,698	10,698	–	10,698
National Emergencies Trust	–	–	–	–	–
Moondance Covid-19 Emergency	–	–	–	–	–
Moondance Foundation – Heritage	–	750	750	–	750
Tesco coin donation and Groundworks	–	–	–	–	–
Lloyds TSB Foundation England and Wales - Capacity Building	–	6,951	6,951	–	6,951
Pilgrim Trust - Survivor Funding SEEdS	–	30,000	30,000	–	30,000
South Wales Police & Crime Commissioner - Survivor funding SEEdS	–	28,725	28,725	–	28,725
Wrexham County Borough Council - Supporting People and Programme Grant	–	–	–	24,750	24,750
Conwy County Borough Council - Supporting People and Programme Grant	–	–	–	9,460	9,460
Direct service charges	–	–	–	32,171	32,171
Conwy County Borough Council - Families First Grant	–	–	–	43,617	43,617
Peoples Postcode Trust - Colwyn Bay	–	–	–	8,969	8,969
Wrexham - Children In Need	–	–	–	5,666	5,666
	<u>65,717</u>	<u>1,911,092</u>	<u>1,976,809</u>	<u>124,633</u>	<u>2,101,442</u>

7. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total from Continuing	Discontinued operations	Total Funds 2021 £
Rental Income	–	–	–	–	–
	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>
	Unrestricted Funds £	Restricted Funds £	Total from Continuing	Discontinued operations	Total Funds 2020 £
Rental Income	–	19,299	–	19,299	19,299
	<u>–</u>	<u>19,299</u>	<u>–</u>	<u>19,299</u>	<u>19,299</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

8. Other income

	Unrestricted Funds	Restricted Funds	Total from Continuing	Discontinued operations	Total Funds 2021
	£	£			£
SSP Covid-19	192	–	192	–	192
Job Retention Scheme Government Grant	256	–	256	–	256
	<u>448</u>	<u>–</u>	<u>448</u>	<u>–</u>	<u>448</u>

	Unrestricted Funds	Restricted Funds	Total from Continuing	Discontinued operations	Total Funds 2020
	£	£			£
SSP Covid-19	–	–	–	–	–
Job Retention Scheme Government Grant	–	–	–	–	–
	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Core Services	1,049	636,351	637,400
Welsh Government Bystander	–	10,000	10,000
Wrexham Children in Need	–	–	–
Peoples Postcode Trust - Colwyn Bay	–	–	–
Tesco coin in Wales Groundworks	–	6,499	6,499
Tampon Tax - Ask Me Community Ambassadors	–	13,770	13,770
Welsh Government Live Fear Free Helpline	–	542,636	542,636
Training Ask & Act	–	62,826	62,826
Training	41,753	–	41,753
Rosa Justice & Equality fund – Sexual Harassment	–	41,221	41,221
Lloyds TSB Foundation England and Wales - Capacity Building	–	–	–
Pilgrim Trust – Survivor Funding SEEdS	–	–	–
National Emergencies Trust	–	47,448	47,448
South Wales Police & Crime Commissioner funding SEEdS	–	11,015	11,015
Welsh Government Capacity Building Grant	–	98,000	98,000
Conwy County Borough Council SPPG	–	–	–
Moondance Covid-19 Relief fund	–	48,811	48,811
WCVA Covid-19 resilience fund – VSEF Small grants	–	10,303	10,303
Wrexham refuge housing management	–	–	–
Conwy County Borough Council Housing	–	–	–
WCVA VSEF small grants	–	247,852	247,852
Moondance Heritage funding	–	3,676	3,676
Lottery Heritage funding	–	–	–
Conwy County Borough Council Families First	–	–	–
Comic Relief	–	358,121	358,121
Home Office national Covid-19 support	–	126,844	126,844
Wrexham Refuge	–	–	–
Esmee Fairbairn	4,962	–	4,962
Wrexham Temple Row	–	–	–
South Wales Police & Crime Commissioner Change that lasts project	–	425,267	425,267
Welsh Government National Training framework	–	9,794	9,794
Support costs	13,067	149,194	162,261
	<u>60,831</u>	<u>2,849,628</u>	<u>2,910,459</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Core Services	40,581	687,172	727,753
Welsh Government Bystander	–	–	–
Wrexham Children in Need	–	5,666	5,666
Peoples Postcode Trust - Colwyn Bay	–	8,969	8,969
Tesco coin in Wales Groundworks	–	–	–
Tampon Tax - Ask Me Community Ambassadors	–	163,871	163,871
Welsh Government Live Fear Free Helpline	–	438,348	438,348
Training Ask & Act	–	73,465	73,465
Training	20,850	–	20,850
Rosa Justice & Equality fund – Sexual Harassment	–	45,110	45,110
Lloyds TSB Foundation England and Wales - Capacity Building	–	24,978	24,978
Pilgrim Trust - Survivor Funding SEEdS	–	36,358	36,358
National Emergencies Trust	–	–	–
South Wales Police & Crime Commissioner funding SEEdS	–	17,273	17,273
Welsh Government Capacity Building Grant	–	–	–
Conwy County Borough Council SPPG	–	6,959	6,959
Moondance Covid-19 Relief fund	–	–	–
WCVA Coronavirus resilience find – VSEF Small grants	–	–	–
Wrexham refuge housing management	–	11,809	11,809
Conwy County Borough Council Housing	–	7,490	7,490
WCVA- VSEF Small grants	–	–	–
Moondance Heritage funding	–	–	–
Lottery Heritage funding	–	10,698	10,698
Conwy County Borough Council Families First	–	39,510	39,510
Comic Relief	–	–	–
Home Office Covid-19 National support	–	–	–
Wrexham Refuge	–	21,939	21,939
Esmee Fairbairn	–	–	–
Wrexham Temple Row	496	–	496
South Wales Police & Crime Commissioner Change that lasts project	–	412,052	412,052
Welsh Government National Training framework	–	16,830	16,830
Support costs	20,180	164,998	185,178
	<u>82,107</u>	<u>2,193,495</u>	<u>2,275,602</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2021 £	Total fund 2020 £
Core Services	637,400	–	57,335	694,735	788,885
Welsh Government Bystander	10,000	–	–	10,000	–
Wrexham Children in Need	–	–	–	–	5,666
Peoples Postcode Trust - Colwyn Bay	–	–	–	–	8,969
Tesco coin in Wales Groundworks	6,499	–	–	6,499	–
Tampon Tax - Ask Me Community Ambassadors	13,770	–	–	13,770	174,539
Welsh Government Live Fear Free Helpline	542,636	–	40,782	583,418	483,633
Training Ask & Act	62,826	–	9,578	72,404	81,339
Training	41,753	–	3,911	45,664	27,681
Rosa Justice & Equality fund – Sexual Harassment	41,221	–	6,746	47,967	49,149
Lloyds TSB Foundation England and Wales - Capacity Building	–	–	–	–	27,157
Pilgrim Trust - Survivor Funding SEEdS	–	–	–	–	39,318
National Emergencies Trust	47,448	–	5,720	53,168	–
South Wales Police & Crime Commissioner funding SEEdS	11,015	–	–	11,015	20,940
Welsh Government Capacity Building Grant	95,000	3,000	6,000	104,000	–
Conwy County Borough Council SPPG	–	–	–	–	9,460
Moondance Covid-19 relief fund	48,811	–	–	48,811	–
WCVA Covid-19 resilience fund – VSEF Small grants	10,303	–	–	10,303	–
Wrexham refuge housing management Conwy County Borough Council Housing	–	–	–	–	11,809
WCVA VSEF Small grants	70,194	177,656	2,278	250,130	7,490
Lottery Heritage funding	–	–	–	–	10,698
Moondance Heritage funding	3,676	–	–	3,676	–
Conwy County Borough Council Families First	–	–	–	–	43,872
Comic Relief	11,146	346,975	2,336	360,457	–
Home Office National Support	126,844	–	5,158	132,002	–
Wrexham Refuge	–	–	–	–	24,750
Esme Fairbairn	4,962	–	–	4,962	–
Wrexham Temple Row	–	–	–	–	496
South Wales Police & Crime Commissioner Change that lasts project	425,267	–	20,734	446,001	443,371
Welsh Government National Training framework	9,794	–	1,683	11,477	16,830
	<u>2,220,567</u>	<u>527,631</u>	<u>162,261</u>	<u>2,910,459</u>	<u>2,275,602</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

11. Analysis of support costs

	Core £	Comic Relief £	Welsh Government Live Fear Free Helpline £	Training £	Training Ask and Act £	National Emergencies Trust £	Welsh Government Capacity building grant £
Staff costs	29,356	2,336	22,750	2,587	7,394	5,720	6,000
Support costs - Other office costs	27,979	—	18,032	1,324	2,184	—	—
	<u>57,335</u>	<u>2,336</u>	<u>40,782</u>	<u>3,911</u>	<u>9,578</u>	<u>5,720</u>	<u>6,000</u>

	WCVA – VSEF Small grants £	Home office Covid-19 National support £	Rosa Justice & Equality fund – Sexual Harassment £	South Wales Police & Crime Commissioner Change that lasts project £	Welsh Government Training Network £	Total 2021 £	Total 2020 £
Staff costs	2,278	5,158	5,109	15,937	1,683	106,308	121,925
Support costs - Other office costs	—	—	1,637	4,797	—	55,953	63,253
	<u>2,278</u>	<u>5,158</u>	<u>6,746</u>	<u>20,734</u>	<u>1,683</u>	<u>162,261</u>	<u>185,178</u>

12. Analysis of grants paid

	2021 £	2020 £
Grants to institutions		
Grants to member organisations - WCVA VSEF small grants	177,656	—
Grants to member organisations - Comic Relief	346,975	—
Grants to member organisations - Welsh Government Capacity Building Grant	3,000	—
	<u>527,631</u>	<u>—</u>
Total grants paid to member organisations	<u>527,631</u>	<u>—</u>

13. Net income/(expenditure)

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

	2021 £	2020 £
Depreciation of tangible fixed assets	26,044	25,209
Operating leases	28,678	32,765
Loss on disposal of assets	432	8,369
Audit fees (including VAT)	<u>4,128</u>	<u>4,128</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	1,271,230	1,199,637
Social security costs	117,625	105,868
Employer contributions to pension plans	65,121	67,259
	<u>1,453,976</u>	<u>1,372,764</u>

The average head count of employees during the year was 62 (2020: 43). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Administrative staff	12	11
Service delivery	39	30
	<u>51</u>	<u>41</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2021	2020
	No.	No.
£60,000 to £69,999	1	–
£70,000 to £79,999	–	1
	<u>1</u>	<u>1</u>

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2020: nil).

During the year there were no expenses reimbursed to trustees (2020: £3,251 to 7 trustees).

16. Transfers between funds

Net transfers detailed in note 23 relate to deficits made on certain projects during the year.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Tangible fixed assets

	Freehold Property £	Equipment £	Total £
Cost			
At 1 April 2020	439,672	167,654	607,326
Additions	–	48,643	48,643
Disposals	–	(21,338)	(21,338)
At 31 March 2021	<u>439,672</u>	<u>194,959</u>	<u>634,631</u>
Depreciation			
At 1 April 2020	70,056	140,349	210,405
Charge for the year	8,793	17,251	26,044
Disposals	–	(20,908)	(20,908)
At 31 March 2021	<u>78,849</u>	<u>136,692</u>	<u>215,541</u>
Carrying amount			
At 31 March 2021	<u>360,823</u>	<u>58,267</u>	<u>419,090</u>
At 31 March 2020	<u>369,616</u>	<u>27,305</u>	<u>396,921</u>

18. Debtors

	2021 £	2020 £
Trade debtors	573,819	566,200
Prepayments and accrued income	–	3,793
	<u>573,819</u>	<u>569,993</u>

19. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	129,305	188,915
Deferred income	612,989	232,717
Accruals	94,367	46,736
Social security and other taxes	58,519	31,027
	<u>895,180</u>	<u>499,395</u>

20. Creditors: amounts falling due after more than one year

	2021 £	2020 £
WCVA -Third Sector Resilience Fund for Wales Phase 2 Scheme Loan	<u>18,516</u>	<u>–</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

21. Deferred income

	2021	2020
	£	£
At 1 April 2020	232,717	156,069
Amount released to income	(232,717)	(156,069)
Amount deferred in year	612,989	232,717
At 31 March 2021	<u>612,989</u>	<u>232,717</u>

Grant funding included within Deferred income and accruals as at 31 March 2021:

	£
Tampon Tax - Ask Me Community Ambassadors	6,993
Training Ask and Act	8,935
Training	18,338
Welsh Government Live Fear Free Helpline	47,304
South Wales Police & Crime Commissioner - Change that lasts project	81,077
South Wales Police & Crime Commissioner - Survivor funding SEEdS	5,362
South Wales Police & Crime Commissioner – Ask Me	92,057
South Wales Police & Crime Commissioner Support grant	24,000
WCVA Third Sector Resilience Fund for Wales Phase 2 Grant	55,548
Rosa – Changing the conversation	13,489
Comic Relief	39,543
Esmee Fairbairn	100,000
Esmee Fairbairn Support	4,488
Tesco coin collection in Wales Groundworks	4,751
National Emergencies Trust	111,104
	<u>612,989</u>

Grant funding included within Deferred income as at 31 March 2020 released during the year ended 31 March 2021: £232,717.

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £65,121 (2020: £67,259).

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of charitable funds *(continued)*

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Unrestricted	560,626	192,645	(60,831)	(105,238)	587,202
Designated	—	—	—	100,000	100,000
	<u>560,626</u>	<u>192,645</u>	<u>(60,831)</u>	<u>(5,238)</u>	<u>687,202</u>

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
Unrestricted	572,825	104,491	(82,107)	(34,583)	560,626
Designated	—	—	—	—	—
	<u>572,825</u>	<u>104,491</u>	<u>(82,107)</u>	<u>(34,583)</u>	<u>560,626</u>

Designated fund

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives, Made up of:

	£
Website Development	25,000
Training Management System	30,000
Inclusive Resources	25,000
Anti-Racism Review/ Action Plan	20,000
	<u>100,000</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of charitable funds *(continued)*

Restricted funds	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Continuing Operations:					
Core Services	–	587,120	(587,120)	–	–
Tampon Tax - Ask Me Community Ambassadors	–	13,770	(13,770)	–	–
Welsh Government Live Fear Free Helpline	–	583,131	(583,418)	287	–
Welsh Government National Training Framework	–	11,477	(11,477)	–	–
Welsh Government Capacity building grant	–	104,000	(104,000)	–	–
Rosa Justice and Equality Fund – Sexual Harassment	–	47,971	(47,971)	–	–
South Wales Police & Crime Commissioner - Change that lasts project	–	443,279	(446,001)	2,722	–
South Wales Police & Crime Commissioner - Survivor funding SEEdS	–	10,913	(11,013)	100	–
Training Ask & Act	–	72,404	(72,404)	–	–
Lottery Heritage funding	–	–	–	–	–
Moondance Heritage funding	–	3,676	(3,676)	–	–
Moondance Covid-19 relief fund	–	54,855	(48,811)	(6,044)	–
Lloyds TSB Foundation England & Wales - Capacity Building	–	–	–	–	–
Pilgrim Trust - Survivor Funding SEEdS	–	–	–	–	–
National Emergencies Trust support	–	53,896	(53,169)	(727)	–
WCVA Covid-19 resilience fund VSEF small grants	–	15,000	(10,303)	(4,697)	–
WCVA VSEF Small grants	–	251,584	(250,130)	(1,454)	–
Comic Relief	–	360,457	(360,457)	–	–
Home Office National Covid-19 support	–	132,002	(132,002)	–	–
Tesco coins in Wales Groundworks	–	6,499	(6,499)	–	–
Wrexham Children in Need	–	–	–	–	–
Welsh Government Bystander	–	10,000	(10,000)	–	–
Capital Equipment					
National Violence Against Women Centre of Excellence	369,616	–	(8,793)	–	360,823
Capital Equipment I.T.	27,305	88,975	(88,614)	(12,877)	14,789
National Emergencies Trust Support	–	–	–	727	727
WCVA Small grants	–	–	–	1,454	1,454
Moondance Covid-19 relief fund	–	–	–	6,044	6,044
Commissioner - Change that lasts project	–	–	–	2,575	2,575
WCVA Covid-19 resilience fund VSEF small grants	–	–	–	4,697	4,697
Welsh Government Live Fear Free Helpline	–	–	–	12,431	12,431
Carry forward	396,921	2,851,009	(2,849,628)	5,238	403,540

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of charitable funds *(continued)*

Restricted funds	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Brought forward	396,921	2,851,009	(2,849,628)	5,238	403,540
Discontinued Operations:					
North Wales Direct Services	-	-	-	-	-
Conwy County Borough Council SPPG	-	-	-	-	-
Conwy County Borough Council – Housing	-	-	-	-	-
Conwy County Borough Council Families First	-	-	-	-	-
Peoples Postcode Trust - Colwyn Bay	-	-	-	-	-
Wrexham refuge	-	-	-	-	-
Wrexham Children in Need	-	-	-	-	-
Wrexham refuge housing management	-	-	-	-	-
	<u>396,921</u>	<u>2,851,009</u>	<u>(2,849,628)</u>	<u>5,238</u>	<u>403,540</u>
	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
Continuing Operations:					
Core Services	-	564,538	(564,538)	-	-
Tampon Tax - Ask Me Community Ambassadors	8,434	166,105	(174,539)	-	-
Welsh Government Live Fear Free Helpline	(1,393)	485,026	(483,633)	-	-
Welsh Government National Training Framework	-	16,830	(16,830)	-	-
Welsh Government Capacity building grant	-	-	-	-	-
Rosa Justice and Equality Fund – Sexual Harassment	(8,669)	57,818	(49,149)	-	-
South Wales Police & Crime Commissioner - Change that lasts project	9,450	433,921	(443,371)	-	-
South Wales Police & Crime Commissioner - Survivor funding SEEdS	(7,785)	28,725	(20,940)	-	-
Training Ask & Act	-	81,339	(81,339)	-	-
Lottery Heritage funding	-	10,698	(10,698)	-	-
Moondance Foundation heritage funding	(750)	750	-	-	-
Moondance Covid-19 relief fund	-	-	-	-	-
Lloyds TSB Foundation England & Wales - Capacity Building	20,206	6,951	(27,157)	-	-
Pilgrim Trust - Survivor Funding SEEdS	9,318	30,000	(39,318)	-	-
National Emergencies Trust support	-	-	-	-	-
WCVA Covid-19 resilience fund VSEF small grants	-	-	-	-	-
WCVA VSEF Small grants	-	-	-	-	-
Carry forward	<u>28,811</u>	<u>1,882,701</u>	<u>1,911,512</u>	<u>-</u>	<u>-</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of charitable funds *(continued)*

	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
	£	£	£	£	£
Brought forward	28,811	1,882,701	1,911,512	-	-
Comic Relief	-	-	-	-	-
Home Office National Covid-19 support	-	-	-	-	-
Tesco coins in Wales Groundworks	-	-	-	-	-
Wrexham Children in Need	-	-	-	-	-
Welsh Government Bystander	-	-	-	-	-
Capital:					
National Violence Against Women					
Centre of Excellence	378,411	-	(8,795)	-	369,616
Capital Equipment I.T.	36,610	28,461	(37,766)	-	27,305
National Emergencies Trust Support	-	-	-	-	-
WCVA Small grants	-	-	-	-	-
Moondance Covid-19 relief fund	-	-	-	-	-
Commissioner - Change that lasts project	-	-	-	-	-
WCVA Covid-19 resilience fund VSEF small grants	-	-	-	-	-
Welsh Government Live Fear Free Helpline	-	-	-	-	-
Discontinued Operations:					
North Wales Direct Services	56,652	32,171	(123,406)	34,583	-
Conwy County Borough Council SPPG	-	9,460	(9,460)	-	-
Conwy County Borough Council – Housing	-	7,490	(7,490)	-	-
Conwy County Borough Council Families First	-	43,872	(43,872)	-	-
Peoples Postcode Trust - Colwyn Bay	-	8,969	(8,969)	-	-
Wrexham refuge	-	24,750	(24,750)	-	-
Wrexham Children in Need	-	5,666	(5,666)	-	-
Wrexham refuge housing management	-	11,809	(11,809)	-	-
	<u>500,484</u>	<u>2,055,349</u>	<u>(2,193,495)</u>	<u>34,583</u>	<u>396,921</u>

Welsh Women's Aid

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of charitable funds *(continued)*

Welsh Government Live Fear Free Helpline - national 24/7 helpline for survivors of violence against women, domestic abuse and sexual violence including women, men and children. Support for professionals working with survivors and advice to concerned members of the public. Funding increased due to Covid-19 Pandemic.

Rose Justice and Equality Fund Sexual Harassment – providing training to services and raising awareness of sexual harassment as a form of violence against women.

Lloyds Bank Foundation Capacity Building Project - support to specialist domestic abuse services (our membership) to improve commission-readiness.

Welsh Government Training Ask and Act - Welsh Government funded training programme for relevant authorities under the Violence Against Women, Domestic Abuse and Sexual Violence National Training Framework.

Pilgrim's Trust Survivor Participation Project - to implement and support survivor groups to empower and educate services in Wales to improve their responses to victims of domestic abuse and sexual violence.

National Emergencies Trust Helpline Project – provision of additional resource for the Helpline to respond to increased demand and reach out to marginalised survivors and communities.

South Wales Police and Crime Commissioner Survivor Participation Project - to implement and support survivor groups to empower and educate services in South Wales to improve their responses to victims of domestic abuse and sexual violence.

Welsh Government Capacity Building Project – supporting the VAWDASV sector in Wales to improve tendering capabilities, fundraising and service development.

Conwy Council Supporting People - providing refuge and support to survivors of violence against women, domestic abuse and sexual violence.

Moondance Covid-19 Relief Fund – providing additional resources to develop the organisations response to Covid-19 and develop online services.

Conwy Council Housing - providing community outreach and support to survivors of violence against women, domestic abuse and sexual violence.

Conwy Council Families First - providing specialist support to children effected by violence against women, domestic abuse and sexual violence.

Wrexham County Borough Council Supporting People - providing refuge and support to survivors of violence against women, domestic abuse and sexual violence.

North Wales Direct Services - reserve allocated to develop services for Colwyn Bay and the Wrexham area.

National Violence Against Women Centre of Excellence - capital reserve related to the purchase of Pendragon House.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of charitable funds *(continued)*

Welsh Government Core Services - providing support to Welsh Women's Aid membership, advice and consultation relating to policy and legislation, service development and research, representing the voice of specialist services, executive and organisational management.

WCVA Covid-19 Resilience Fund Small Grants - providing additional resources to develop the organisations response to Covid-19 and develop online services.

WCVA Covid-19 Resilience Fund Small Grants - providing additional resources to develop the Welsh Women's Aid Member Services response to Covid-19 and develop online services.

Lottery Heritage Funding - delivery of Welsh Women's Aid 40th anniversary project "40 Voices, 40 Years".

Moondance Heritage Funding - delivery of Welsh Women's Aid 40th anniversary project "40 Voices, 40 Years".

Comic Relief Covid-19 Response Funding - providing additional resources to develop the Welsh Women's Aid Member Services response to Covid-19 and develop online services.

Home Office National Covid-19 Support Funding - providing additional resources to develop the Welsh Women's Aid response to Covid-19 due increased demand on the organisation's services.

South Wales Police & Crime Commissioner - Change that lasts project. Delivery of the Change that Lasts Model in Cardiff.

Tampon Tax Ask Me Project - community based project in Mid and North Wales to train ambassadors to raise awareness of domestic abuse and the specialist support available in the area.

Tesco Coins in Wales Groundworks – funding for training for the Helpline and promotional material.

Children in Need Wrexham - project to provide direct support to children surviving domestic abuse.

Welsh Government National Training Framework - training to strategic leaders in Wales on provision of services related to the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Welsh Government Bystander Campaign - resources to promote the "Don't be a Bystander" initiative.

Capital Equipment - capital reserve related to the purchase of IT equipment including capital equipment purchased through restricted grant funding.

Wrexham County Borough Council Housing - providing community outreach and support to survivors of violence against women, domestic abuse and sexual violence.

Wrexham Refuge Housing Management - providing accommodation related support and housing management function.

Peoples Postcode Trust Group Work - project to support survivors of domestic abuse.

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	15,550	403,540	419,090
Current assets	1,585,348	–	1,585,348
Creditors less than 1 year	(895,180)	–	(895,180)
Creditors more than 1 year	(18,516)	–	(18,516)
Net assets	<u>687,202</u>	<u>403,540</u>	<u>1,090,742</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	–	396,921	396,921
Current assets	1,060,021	–	1,060,021
Creditors less than 1 year	(499,395)	–	(499,395)
Net assets	<u>560,626</u>	<u>396,921</u>	<u>957,547</u>

Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

25. Analysis of changes in net debt

	At 1 Apr 2020	Cash flows	At 31 Mar 2021
	£	£	£
Cash at bank and in hand	<u>490,028</u>	<u>521,501</u>	<u>1,011,529</u>

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives (note 23).

26. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Not later than 1 year	<u>22,326</u>	<u>29,830</u>

27. Limitation of auditors liability

By way of a members' resolution dated 26th August 2020, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £100,000 per claim.

28. Related parties

There were no related party transactions incurred during the year.