

**Charity registration number 1145377**

**Company registration number 07804583 (England and Wales)**

**Women's Counselling And Therapy Service Limited**  
**Annual Report And Unaudited Financial Statements**  
**For The Year Ended 31 March 2023**

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Andrea Bucknor	
	Sarah Dempsey	
	Georgina Houston	
	Liane Langdon	(Resigned 18 May 2022)
	Barbara Lawton	(Resigned 20 February 2023)
	Celly Rowe	
	Christine Simms	
	Shahina Swain	
	Ann Walker	
	Molly Rushworth	(Appointed 22 May 2022)
	Jules Blackwell	(Appointed 20 February 2023)
	Jacqueline Whittle	(Appointed 22 May 2023)
<b>Secretary</b>	Tessa Denham	
<b>Principal staff</b>	Tessa Denham	Chief Executive
	Andrea Campbell (from 1 July 2021)	Clinical Lead
	Mags Shevlin	Services Manager
	Anwaar Mahmood (from February 2022)	Finance Manager
	Freya Hirst (from February 2022)	Services Manager
	Donna Cremin (from February 2022)	Operations office manager
<b>Charity number</b>	1145377	
<b>Company number</b>	07804583	
<b>Registered office</b>	Portland House	
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	Leeds	
	LS1 3DR	
<b>Independent Examiner</b>	Jessica Lawrence	
	Azets Audit Services Limited	
	33 Park Place	
	Leeds	
	LS1 2RY	
<b>Bankers</b>	National Westminster Bank plc	
	Westgate Branch	
	31 Westgate	
	Leeds	
	LS1 2RF	

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# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

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# **WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED**

## **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

### ***FOR THE YEAR ENDED 31 MARCH 2023***

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The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective from 1 January 2019).

The Legal and Administrative Information page forms part of this report.

WCTS has operated continuously since 1982, initially as an Industrial and Provident Society with charitable objectives, and then as a charitable company limited by guarantee from 2011. WCTS is governed by articles of association.

The Board usually comprises between eight and twelve trustees, recruiting by open advertising, personal recommendation and direct approach, depending on the required expertise or skills. One third of trustees retires each Annual General Meeting, and are welcome to stand for re-election. Officers in post during the year were the Chair and deputy, Treasurer and deputy. The CEO acts as the Company Secretary.

Potential trustees attend an initial introductory meeting with the Chair and three Board meetings as a guest. New trustees receive a comprehensive induction pack, which includes Charity Commission guidance 'The Essential Trustee', and are invited to attend an induction session with the Chair and Chief Executive. This session covers areas like legal responsibility; the Articles; services; and finances. Board responsibilities are reviewed annually. An experienced Board member mentors and works with each new Board member for up to a year, while a system of formal annual Board appraisals is undertaken biannually.

The Board met eleven times in the year and receives regular reports from the Chief Executive, covering financial performance and other key performance indicators such as clinical service / therapy outcomes, complaints, and staff wellbeing.

A scheme of delegation (reviewed annually) is also in place, and day-to-day responsibility for the provision of services rests with the Chief Executive, supported by the Clinical Lead. The Chief Executive is responsible for ensuring WCTS delivers the services specified, and that key performance indicators are met. The Clinical Lead has responsibility for the framework of clinical services. The management team meets fortnightly, and comprises the Chief Executive, Clinical Lead, Services Managers and the Services Support Manager.

We regularly review our employee remuneration and reward packages to make sure we always attract and retain the best possible staff for our work.

WCTS is guided by local, regional and national policy and strategy, and informed by input and feedback from service users.

The Centre for Mental Health's work informs ours, for example, No Wrong Door which explores a vision for mental health, autism and learning disability services in ten years. It feels like being seen, which includes criteria we can use to assess whether we are effectively collaborating to support people's needs. This briefing highlights the need for a set of benchmarks for 'what good feels like' with 'what good looks like' to give local authorities and their partners a holistic and robust means to assess the quality of services, which complements their conventional metrics.

We closely follow The Agenda Alliance whose work focusing on the women and girls with the most complex unmet needs are consistently overlooked and harmed. A social movement, they campaign and produce reports highlighting need, issues and best practice. In a 2023 partnership with Changing Lives, they explored the ways in which public services could be redesigned post-pandemic to better meet the needs of women with multiple unmet needs. Also Rosa the women and girls support organisation and voice for change.



# **WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED**

## **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

### **FOR THE YEAR ENDED 31 MARCH 2023**

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Leeds Joint Strategic Needs Assessments help us in understanding need and overlapping issues in Leeds. The Children and Families Health Needs Assessment in 2023 tells us that 'Nationally in 17-23-year-olds, 27% of young women and 13% of young men are likely to have a mental health disorder. When modelled to the Leeds 17-23 year-old population, this equates to 11,500 young women and 5,000 young men.' That the 'relationship between poor mental health and deprivation is clear. In Leeds, mental health service use, crisis service use and drop-out rates are higher for young people from deprived areas.' That around 20%, one in five of 'the Leeds population of 0-17 year-olds live in households with any of the so called 'toxic trio' (domestic abuse or mental ill health or substance misuse). This is 33,580 children and young people in Leeds.'

Funders are producing reports increasingly useful in our work. Lankelly Chase's report Gender Matters 'Perhaps the starkest finding of the report is the degree to which violence and abuse in the home are ongoing facts of life, from childhood onwards, for many people facing severe and multiple disadvantage, particularly women.' That '17,000 people experience homelessness, substance misuse, mental ill-health and domestic abuse at any one time. 70% of the 17,000 – that's nearly 12,000 – are women.' How to be Wrong from Lloyds Bank Foundation articulating 'a bigger discussion about what counts as success and the richness of learning that comes from getting things wrong,' which supports our thinking during the Strategic Review.

#### **Risk Management**

The trustees have reviewed the major risks to the charity and the risk register is updated annually. Appropriate risk mitigation strategies are in place, and areas such as health & safety, safeguarding and finance are standing items on Board agendas. Included in its current policies, WCTS has a serious incident policy, a beneficiary confidentiality policy, and child and adult safeguarding policies.

The trustees consider the Chief Executive, the Clinical Lead, the Services Managers and the Services Support and Finance Managers as key management personnel, in charge of directing and controlling the charity, and running and operating the charity on a day-to-day basis.

The pay of the charity's key management staff is reviewed annually, and may be increased in accordance with national indicators like inflation or average earnings where financially possible and prudent. Remuneration is also benchmarked periodically with charities of a similar size and activity to ensure that it's fair and in line with that generally paid for similar roles.

#### **Objectives and activities**

Our objectives are to:

1. Provide advice and guidance, counselling and psychotherapeutic services including self-help support for women and girls of all ages (and their families where necessary), living in Yorkshire and Humberside, who are suffering from psychological/mental health problems.
1. Advance the education of the public and of psychotherapists and mental health workers in particular, in the causes, effects, treatment and reduction of psychological/mental health problems in women and girls.

We operate mainly in the Leeds area, and particularly in areas suffering from economic deprivation working with women and girls experiencing multiple disadvantage.

Ultimately, our aims are to support marginalised and vulnerable women recovering from the impacts of negative life experiences and improve their life chances by: reducing their levels of psychological distress/mental health problems; improving their levels of self-esteem and confidence; increasing their resilience; empowering them with skills for dealing with problems or tackling difficult situations, relationships and, for some, mothering.

Helping women achieve these goals takes time, and we do it by providing access to trauma specialised long-term i.e. up to two years, psychotherapeutic services that are woman centred and increasingly intersectional specific: that is, services that take account of both gender and wider power structures in society, and the potential impact of severe and/or long-term adversity on development, capacity to form and sustain healthy relationships and resilience. Crucially, we provide a service that tolerates disrupted engagement, which is essential where issues of trust are critical, and where women are carers for children and or elders. We adapt to the needs of individuals too, by using texts and phone calls to secure therapeutic work when necessary, by delivering therapy at the beneficiaries' preferred pace, and by providing practitioners from the same or different cultural identity, and with the same mother tongue.

# **WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED**

## **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

### **FOR THE YEAR ENDED 31 MARCH 2023**

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Where appropriate specialised services for our beneficiary target group aren't generally available, we aim to develop and pilot them. These include outreach services to reach particularly marginalised and isolated women, and extending our age range to include 16 and 17 year olds (supported by funding from BBC Children in Need and the Pilgrim Trust). Supported by Comic Relief we continued to reach women aged 50+ at risk of violence and a core grant from the Ministry of Justice helped us increase capacity to work with survivors/victims of sexual harassment, abuse and violence as adults and or in childhood.

We continue to see how important the Service is. With the stark disproportionate impact of the pandemic on women and girls (including increases in gender based violence) and particularly on those from diverse communities, services which recognise these intersectional impacts and offer specialised holistic support are essential.

Not surprisingly, in the face of growing demand and rising operational costs, and despite the commitment and generosity of partners, our funding limits those we can help. For example, our general counselling and therapy service can only work with around 85 women at any time. Demand for our services continues to rise, as rapidly as the previous year and the waiting list for our open access service was closed for more than three quarters of the year. A Leeds statutory service offering support to those with Moderate needs is currently holding a waiting list of over 3000 people. The harsh reality is that within our current budgets we can only help a few of the many women who need and seek support.

As part of our efforts to deliver the best possible service, we review our objectives and activities annually with ex-service users, staff and at Board level. These reviews look at the benefits we provide to women, and also where we might achieve more. We refer to, and comply with, guidance from the Charity Commission on public benefit in these reviews, and whenever we plan future work.

This year we continued to host the Visible project ([www.visibleproject.org.uk](http://www.visibleproject.org.uk)) funded by Leeds NHS CCG. Visible accelerates citywide system changes in organisational services' responses to those with histories of sexual abuse / violence in childhood.

#### **Achievements and Performance**

- Summary
- Women who use the Service – profile and demographics
- Women's Outcomes – CORE Outcome Measures, qualitative evaluation, beneficiary feedback
- What the Service offers

#### **Summary**

This year was a successful one for the charity reaching increasing number of women and girls in the context of continuing to recover from the impacts of the pandemic.

The numbers of women we worked with increased to 558 (457 2021-22, 319 2020-21, 458 2019-20 and 388 2018-19). Of these, 94% presented with clinical mental health problems: three quarters in the Moderate, Moderately Severe and Severe groupings. Over 80% of mental health problems / concerns have lasted over 12 months, recurring or continuous. These levels of psychological distress are profoundly debilitating affecting all areas of life. We continue to see significant proportion of women with experience of sexual violence – as an adult (59%) or child (56%) with two in five clients experiencing both. We have seen some small but significant changes in the demographic profile of clients; possibly due to impacts from the pandemic, and or the cost of living crisis and or the inclusion of an NHS offer in the Service. We will be looking at this further in the coming year.

The length of support women engaged with returned to pre pandemic levels and excellent mental health outcomes were maintained. Two thirds (66%) showing clinical and/or reliable improvement i.e. significant recovery. Improvements across Psychological Domains average two (of four) clinical levels which is excellent particularly for this beneficiary group.

Feedback from women on the impacts of counselling is also excellent. With 100% of beneficiaries saying their relationships have improved, 97% feeling they understand themselves better and cope better with their feelings and 94% agreeing they tackle difficult situations better.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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*Counselling has really helped, being able to talk about everything. I have been able to talk openly without fear of being judged and that has allowed me to be honest. Thank you so much.*

### **The women we help: profile and demographics**

94% of women and girls we support have mental health problems in the 'clinical population'. Before therapy, the average clinical score of the women we help is stable at 21 (2022: 20 2021: 19, 2020: 21), equating to Moderately Severe mental health problems. Over 50% of women have needs normally only addressed in secondary services, but the women who use our Service can find it hard to access or engage with more mainstream services because of their complex needs, and / or are excluded from them by limited accessibility.

The levels of psychological distress severity is Severe at 18%, then Moderately Severe at 25% and Moderate at 33%, followed by Mild 19%, with non-clinical Low at 4% and Healthy 1%.

The women we help have an increasing average of six problems/concerns at assessment with over 80% lasting for at least 12 months, and recurring or continuous. Most commonly: anxiety / stress (96%), depression (90%), self-esteem (77%), interpersonal problems (44%), trauma/abuse (82%). Of these problems over 94% of each is in the Moderately Severe band.

Worryingly, all these problems appear to be far more prevalent than in the 2011 Primary Care national database, and levels of trauma/abuse at assessment remain over three times higher than the national average.

59% of clients have experienced sexual violence as an adult; 56% have experience child sexual abuse. 40% of all client have experienced both. 21% of beneficiaries are at risk of suicide and 25% are at risk of self-harm; 5% are at risk of harming others.

Monitoring of beneficiaries accessing the service show excellent reach into target beneficiary populations:

- 25% of beneficiaries are from postcode areas LS7, LS9, LS10, LS14 and LS15 ranked in the lowest 3% of wards in England in the multiple deprivation index (26% 2019-20; 28% 2018-19); a further 28% (33% 2019-20; 26% 2018-19) come from LS8, LS11 and LS12, ranked within the lowest 10% and also having the highest rates of suicide within the city. Overall, more than half of beneficiaries live in Leeds' most deprived areas.
- 87% of women and girls living in the most affluent areas of Leeds are White; compared to 64% in the most deprived.
- 25% of beneficiaries are from BME communities (31% 2021-22; 32% 2020-21; 35% 2019-20) (Leeds BME population 21% Census 2011).
- Approximately 27% of women living the most (20%) deprived areas of Leeds are of Asian heritage compared with 13% in Leeds overall; 23% are Black compared with 7% overall.
- 21% of beneficiaries who define their status consider themselves to have a disability (23% 2021-22; 27% 2020-21; 31% 2019-20).
- 11% of those who disclose their sexuality define as lesbian, gay, bisexual or transgender (16% 2021-22).
- The age range of women accessing the service is relatively stable with 19% aged 16-25 (20% 2021-22; 27% 2020-21, 25% 2019-20) and 20% over 45 years old (24% 2021-22; 28% 2020-21, 31% 2019-20). The number of older women accessing the service continues to slightly increase.  
We are (proportionally) reaching more Leeds young women living in the most deprived areas than older women. This reflects the national and local 'left shift' strategy of recent years to engage with mental health problems at an earlier point.
- Of those who name a religious affiliation 28% are Muslim.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### Women's Outcomes

*Words are not enough to say to you how thankful I am for the support you have given me. I appreciate your support, you don't know how much your support has meant to me.*

We use two main tools to monitor beneficiary outcomes. The first is a clinical measure called Clinical Outcomes in Routine Evaluation (CORE): a rigorous system used throughout the NHS. The second is an equally useful feedback form completed at the end of therapy. Our CORE data is independently evaluated by CORE IMS at least bi-annually, while the client feedback is analysed annually.

While the average CORE score on entering our service was 21 (Moderately Severe), the average CORE score of women ending counselling during the year was 13 (Mild). This is an average improvement across two severity levels, clearly showing the full extent of our work's positive impact.

Evaluation shows 65% of women and girls demonstrate clinical and/or reliable improvement i.e. significant recovery. This compares to 55% for similar services nationally, which means that we're typically achieving measurably excellent results for the women we work with.

Changes in psychological Domains are:

- Life/Social Functioning: 19 (Moderate) /40 reducing to 14 (Mild)  
79% of clients experiencing improvements
- Commonly Experienced Problems: 28 (Severe) reducing to 17 (Moderate)  
88% experiencing improvements
- Wellbeing issues: 25 (Severe) reducing to 18 (Moderate)  
79% experiencing improvements
- Risk: 5 (clinical population) reducing to 2 (non-clinical population)  
53% experiencing improvements

The five CORE items with greatest percentage of clients scoring any change

- 72% - I have felt despairing or hopeless (Depression)
- 70% - I have felt I have someone to turn to for support when needed (Relationships)
- 70% - I have had difficulty getting to sleep or staying asleep (Physical)
- 69% - Unwanted images or memories have been distressing me (Trauma)
- 68% - I have felt overwhelmed by my problems (Well-being)

Crucially, and equally positively, this recovery is also sustained. In 2012, we won an award from the British Association for Counselling and Psychotherapy for conducting research which revealed that 60% of participating beneficiaries were still experiencing reliable and significant change four years after their therapy. The longevity of these recoveries isn't just excellent for the individual service user herself: it also reduces their need for future interventions, which in turn frees up our services for other women.

Women attended for an average of 21 sessions over eight months; contact with the service is just eleven months. This is a return to pre pandemic averages. 79% of all sessions were attended –excellent for the client group with their range of wider responsibilities and dependencies.

Analysis of Beneficiary feedback forms in March 2023 shows that 100% agreed or strongly agreed with the statements 'I felt able to work with my counsellor' and 'I felt understood by my counsellor'. Within 'Helpfulness of counselling' 97% of beneficiaries agreed or strongly agreed with the statement 'I feel I understand myself better' and 'I cope better with my feelings'. 94% that they tackle difficult situations better; 85% that they had made changes in how they dealt with their problems, and 100% said their relationships have improved.

Feedback around convenience and accessibility remained strong: 100% of beneficiaries found the venue convenient and 98% that the counselling was accessible; 94% felt that they were offered an appointment within a reasonable length of time; 100% that they were offered appointments at convenient times; and 97% found the written information helpful.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### Some of the feedback from beneficiaries in 2022 - 2023:

*I couldn't have asked for a better therapist than ... She was just amazing.*

*Counselling has really helped, being able to talk about everything. I have been able to talk openly without fear of being judged and that has allowed me to be honest. Thank you so much.*

*To (Counsellor), thank you for being a strong female role model, listening to me rant, never judging and being a force of female empowerment!*

*(Counsellor) was absolutely amazing and I liked being able to do crafty things in the sessions*

*In my sessions, I have gained an insight to finding my self-worth, to talk about my trauma, to be able to find light at the end of the tunnel and how I cope in the future. Thank you*

*(Counsellor) was amazing at making my feelings normal and not like it was all in my head, she listened and understood*

*My therapist is very friendly, polite and helped me a lot finding the way to deal with my issues. I am very glad I have had an opportunity to work with (Counsellor)*

*Thank you to (Counsellor) for taking me on this journey to understand me.*

We held two annual ex-beneficiary feedback events this year: one in person and one online. We are keen to hear about women's whole experience, the good and not so good. We find that there are many benefits to this piece of work but the main ones are that in asking for their views we are making ourselves easier to reach and that, then, we become enriched by both receiving and acting on their feedback. This links back to one of our main values, that of empowerment, by seeking feedback we hope that both the clients and the service become empowered through this relational work.

### Women told us:

*That first session was good, about 10 -15 minutes into the first session I felt that my Counsellor genuinely cared about me. She was willing to listen and I felt she accepted me as a person, and not as a diagnosis.*

*It was good that the sessions were close by, (to where I lived), and it was a revelation to be understood.*

*It was so helpful to set out the scope (of the counselling) and my goals. There were completely tailored to me, and this made me feel like counselling was not pre-determined and that she was working specifically with me as a unique person.*

*I wasn't made to feel guilty about accessing help. It was good that she (the Counsellor) called me without me having to chase her which had a really good effect on my mental health from the start.*

*The women on the reception desk were very kind and welcoming to me, even when I was distressed and had to ring up one day.*

*It turned out to be an amazing experience; I came to your service, initially, after being let down by many other services. I expected the same treatment from you. I was disheartened. But, I was really taken aback when the Therapist seemed to be really listening to me.*

*I felt so comfortable after a few moments, and I began to have the sense of hope that this would help me.*

*I felt a bit blurry at the time, I felt that I didn't deserve to have a service but the assessment meeting helped me to change that belief. I felt validated almost immediately.*

*I had no worries of being judged, I felt that she (the Counsellor) was on my side.*

*I think that being a women-only service is a part of WCTS' success, it is its strength.*



# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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We continued to work with around 12 external clinical supervisors during the year. These experienced women offer additional thinking and warmth to our work. Helping us to 'see' the women we work with more clearly particularly through the strong dynamic women in to the work as a result of multiple traumatic experiences.

Two ex-service users serve on the Board of Trustees offering a unique perspective from their experiences.

### **What the Service offers**

WCTS offers uniquely safe, confidential and culturally sensitive spaces where women can speak openly and fully about their experiences, feelings and thoughts. Crucially, we're providing something women and girls usually can't access in any other area of their lives. In a society where we are understanding more about the prevalence, insidiousness and impacts of for example racism, misogyny and multi-generational poverty, this is vital to mental health.

*The service was amazing, so inclusive, my therapist was brilliant and the staff at the location were very welcoming.*

*These sessions have been life changing for me, I am a lot more happier in myself and my life!*

*(Counsellor) has understood me and SEEN me, she has helped me a lot. I will highly recommend her to everyone!*

This year we returned to full in person work whilst retaining phone and digital inclusion for those who wouldn't otherwise be able to access the Service. The nature of working long term with trauma and the energies (powerful emotions, confused and confusing thoughts, strong often negative mind sets and self-beliefs, etc) can best be seen and 'held' in person. As the profession learns about the impacts of remote work in non-pandemic context we believe it is safer for our client groups and staff to work face to face.

Our support enables women to express and resolve painful experiences, which in turn changes their often complex attitude towards themselves and others. This vital opportunity reduces psychological distress and mental health problems, and it also increases women's resilience to everyday ups and downs as well as more challenging life events.

Our services are 'trauma specialised', which means they take account of the potential impact of severe and/or long-term adversity on development, resilience, and the capacity to form relationships. They also address the frequent mislabelling of people with histories of trauma as 'uncooperative, hard to engage, non-compliant or treatment resistant, needy or aggressive'.

Essential casework support around wider health and social needs enables access to and engagement with counselling enabling women to use the specialised therapy we offer to maximum benefit – it means they get 'added value' from their contact with us which has become even more important with the disproportionate severe impacts of cost of living on women.

Working holistically with women facing on average six identified long term problems means working with significant complexity. Whilst counselling works primarily with ways of thinking, feeling and behaving as 'processes' there is always 'content' to the work i.e. the social, health and interpersonal needs women are living with resulting from their experiences and histories. Working at one level on the 'what gets in the way (internally or externally)' in relation to this issue that is causing you difficulty in your life' counselling is always focused on supporting women live more of the lives they want / desire and so is intrinsically practical. Aiming to support women towards the 'new skills, confidence, independence, security and/or agency'. Identifying goals at the beginning of work together and checking in with these regularly 'Are we talking about the things that matter most to you?' focuses the work on the changes that are most important to each individual woman.

Our approach is all about responsiveness to individual need and flexibility in understanding individual circumstances. Within a clear psychotherapeutic framework, guided by the BACP's Ethical Framework for Counselling Professions, our focus is on the relationship between beneficiary and therapist, or on relationships with other group members. It's in the context of these safe, understanding and thoughtfully challenging relationships that real and lasting change takes place.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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WCTS employs a wide range of highly skilled counsellors/psychotherapists, offering counselling in four community languages and from different therapeutic modalities, including psychodynamic, humanistic, analytic, gestalt, person centred, and the creative arts therapies. Every modality acknowledges just how important establishing a sense of safety and trust is before the relationship between client and therapist can foster exploration, learning and change. Caseworkers sit alongside Counsellors to ensure the Service is as accessible as possible. Our receptionists play a vital role in making the service welcoming and accessible to distressed vulnerable women.

*The counsellor and staff at WCTS that I met or spoke to were lovely.*

*This service proved to be the most invaluable I've had the privilege to experience and I can't thank you enough.*

Understandably, women continue to highlight the importance of confidentiality in their feedback: their need to trust someone enough to speak openly, and the profound impact of feeling supported and understood. They talk about feeling welcomed and accepted at WCTS: about their relief at having someone they can regularly express their often troubled or troubling thoughts and feelings with.

Importantly, providing a longer-term therapeutic relationship helps therapy progress at a pace that women with complex trauma histories can easily manage. It's significant that many women only gradually feel stable and trusting enough to begin talking in intimate detail about formative life events, and that's one of the key benefits of long-term therapy like ours. They identify and explore the ongoing impact of these experiences and, over time, this enables them to make both small and huge changes in their understandings of themselves and their behaviours. In turn, this helps them begin to make choices that contribute to improving their lives and those of their children, families and communities.

Our service is unique in Leeds for its special mix of accessibility and long-term support. It's free, delivered in venues women can reach easily and feel safe in, and personalised to their unique needs, even with some travel, interpreter and child care support where necessary. It's also long term, with counselling or psychotherapy lasting up to two years and delivered by fully qualified, accredited and experienced female staff. Both individual and group psychotherapy is offered, and some women complete a period of focused individual work before moving into group work to deepen their explorations of relationship with others. We offer 8-week psychoeducational courses too, designed to help women reflect upon their current difficulties, develop skills and strategies for managing their emotional wellbeing, and build their resilience to life's ups and downs.

We offer an open access service for women in the beneficiary group, both from our city centre premises and venues across Leeds. During the year this was also offered remotely. It's funded by Leeds City Council Adults and Health, the Bromley Trust, Leathersellers Company Charitable Fund and Garfield Weston Foundation. A core grant from Ministry of Justice supports the charity and enables us to continue a sexual violence specialism offering much needed support to women dealing with the impacts of harassment, abuse and violence in childhood and or as adults.

All women accessing this service are unable to access other services to meet their needs. They're not able to pay for counselling, they need a female therapist, and they're only able to feel safe enough to speak of their experiences – often years or decades of neglect, sexual or domestic abuse and/or violence – in a women's service. WCTS is a service that recognises their strengths, is compassionate about their challenges, and that supports them in their desire and efforts to make changes: together we celebrate them and their achievements, large and small.

We've successfully helped women deal with the consequences of fractured families, domestic abuse, children with challenging behaviours, traumatic labours and births, bereavement, and overcoming the negative impacts of aspects of their own childhoods, including multigenerational poverty.

Our perinatal work continues to see very positive results. This was the second of five full year of working within the NHS Leeds Mental Wellbeing Service partnership of seven local organisations which supports a joined up experience for service users.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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*In my sessions, I have gained an insight to finding my self-worth, to talk about my trauma, to be able to find light at the end of the tunnel and how I cope in the future.*

*I found the person I saw to be absolutely brilliant. I have gained much and I am very grateful for being able to have the opportunity to take advantage of her expertise.*

*(Counsellor) has been patient, understand and soft always. Her breath and body work were helpful and she was honest about the things she understood. Her booklet of info ... was fantastic.*

We also continued working with 16 and 17-year olds, funded by BBC Children in Need within the 16–25-year-old specialism provided by the Service. We offer an elastic engagement for young women recognising that shorter contracts of six to twelve sessions with the opportunity to return several times supports engagement and a long term nurturing connection with the service.

During the year we produced a summary of external Evaluations: *40 years of learning* which can be found at Resources.

### Wider work

We are delighted to continue hosting the Visible project: this follows on from the October 2015 city-wide conference *Childhood Sexual Abuse – the challenge to mental health services*. West Yorkshire Integrated Care Board committed to further funding to 2024. Visible is a pioneering city-wide initiative to improve services with, and for, adult survivors of child sexual abuse. Visible carries out this work in close partnership with Leeds Involving People, and there's more information at Visible - improving wellbeing outcomes with adult survivors of sexual abuse.

We play a big part in the strengthened and co-ordinated approach to mental health service provision for the women of Leeds through our involvement in key city-wide forums like Forum Central (the Leeds voluntary sector mental health forum), the NHS Perinatal Mental Health Group and the Leeds Strategic Mental Health Partnership. Our CEO acts as Third Sector Advocate on sexual violence services to the West Yorkshire PCC Domestic Abuse and Sexual Violence Advisory Board and sits on the newly formed Leeds Psychology Board.

### Financial review

WTCS works hard to maintain and further diversify its funding base, operating a diverse range of funding streams. Careful financial management means we're increasingly able to respond flexibly in relation to emerging needs and opportunities – vital in such a complex and volatile operating environment. The Statement of Financial Activities shows net income for the year of £43,191 with reserves totalling £275,246 at 31 March 2023 (2022: £232,055).

#### Principal funding sources

Income for the year from 1 April 2022 to 31 March 2023 was £955,596 (2022: £850,629). The largest single funding stream is a contract with Leeds Community Healthcare of £128,910 (2022: £143,359). Other contributions are from NHS CCGs which total £265,723 (2022: £286,652) and from charitable trusts and foundations; £478,923 (2022: £366,878). Donations amounted to £521 (2022: £691) and fees of £10,699 (2022: £6,929).

### Reserves policy

The trustees continued to monitor progress against the reserves policy (i.e. that free reserves held by the charity should equate to 25-50% of agreed budgeted expenditure for the subsequent financial year). Reserves have been steadily built towards meeting this policy over recent years. Budgeted expenditure for 2023/24 is £877,883 (2022/23: £904,370). The reserves target is £219,470 – £438,941. The reserves are needed to meet the working needs of the charity in the event of a significant drop in funding, to maintain provision for redundancy and legal costs or other untoward events. At present the free reserves and designated funds amount to £264,327 (2022: £221,341) just above of the lower limit of the target. The Board is continuing to look at ways to build the reserves and has also considered contingency plans in the event of a significant reduction in finances in the short term.



# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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### Plans for Future Periods

As we finalise these accounts we are nearing the end of the two year phase of 'Recovering and Renewing' (Lloyds Bank Foundation) from the crisis of the pandemic. We are feeding the learning from this period into our Strategic Review focusing on questions around what is needed from a mental health service in 2023 and for the next five to ten years. The Review will be published in the New Year and is likely to see us broadening and deepening our remit around holistic support recognising interdependences of mental health, emotional health, physical health, social issues, aspirations, spirituality and religion.

A focus for the next two years will be to further develop our reach into Leeds' diverse communities re-establishing access for some that was lost during the pandemic. We continue to deepen our understanding of our reach using Leeds Public Health data and work to address mental health inequalities. We will also look at any impact on client demographic of the inclusion of an NHS offer (perinatal) in the Service in recent years. We continue to what it means to be a women's service – open to all who identify as such – in a society where the traditional binary categories of gender are expanding to reflect more of the reality of individual lives. We will continue to explore how to sustain a service that offers perceived safety for females who have experienced gender based violence and expand this safety to more people who have experienced violence and discrimination around issues of sex and gender in the regions we work in.

Another focus is reviewing our Board and Governance structure. We intend decreasing the number of meetings in the year to six (from 11) to increase accessibility for many interested in trusteeship. Our new Chair will lead a programme of Board development under the new strategy.

We'll carry on focussing on developing support for those who are excluded from services too, and continue to work in the Leeds Women and Girls Alliance, focussing on maximising the impact of city-wide priorities, strategies and policies, as well as responding to new opportunities.

### Fundraising

We strive to achieve the highest fundraising standards and we value our supportive funders.

We are staying up to date with developments in charity regulation, data protection and the Fundraising Preference Service (FPS) to make sure we are legally compliant and adhering to all guidelines. Our fundraisers follow the Institute of Fundraising's Code of Practice.

### Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved and signed on behalf of the board by:

*Jules Blackwell*

.....

**Chair of Trustees**

**Dated:** ..24/09/2023....

# **WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED**

## **INDEPENDENT EXAMINER'S REPORT**

### **TO THE TRUSTEES OF WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED**

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I report to the trustees on my examination of the financial statements of Women's Counselling and Therapy Service Limited (the charity) for the year ended 31 March 2023.

#### **Responsibilities and basis of report**

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

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

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

*Jessica Lawrence*

#### **Jessica Lawrence FCA CTA**

Azets Audit Services Limited  
33 Park Place  
Leeds  
LS1 2RY

Dated: 25/09/2023

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
	Notes				
<b><u>Income from:</u></b>					
Grants and donations	4	122,847	356,597	479,444	380,457
Charitable activities	5	405,024	68,000	473,024	469,404
Investments	6	3,128	-	3,128	768
<b>Total income</b>		<u>530,999</u>	<u>424,597</u>	<u>955,596</u>	<u>850,629</u>
<b><u>Expenditure on:</u></b>					
Charitable activities	7	<u>488,013</u>	<u>424,392</u>	<u>912,405</u>	<u>822,022</u>
<b>Net income for the year and Net movement in funds</b>		42,986	205	43,191	28,607
Fund balances at 1 April 2022		<u>221,341</u>	<u>10,714</u>	<u>232,055</u>	<u>203,448</u>
<b>Fund balances at 31 March 2023</b>		<u><u>264,327</u></u>	<u><u>10,919</u></u>	<u><u>275,246</u></u>	<u><u>232,055</u></u>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 - 26 form part of these financial statements.

A fully detailed Statement of Financial Activities for the year ended 31 March 2022 is shown at note 22.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
<b>Current assets</b>					
Debtors	13	30,292		19,707	
Cash at bank and in hand		380,000		365,292	
		<u>410,292</u>		<u>384,999</u>	
<b>Creditors: amounts falling due within one year</b>	14	(135,046)		(152,944)	
Net current assets			<u>275,246</u>		<u>232,055</u>
<b>Funds of the Charity</b>					
Restricted funds	17		10,919		10,714
<u>Unrestricted funds</u>					
Designated funds	18	174,093		174,093	
General unrestricted funds		<u>40,234</u>		<u>47,248</u>	
			<u>264,327</u>		<u>221,341</u>
			<u>275,246</u>		<u>232,055</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within part 15 of the Companies Act 2006.

The financial statements were approved by the Trustees on 24/09/2023

*Jules Blackwell*

Jules Blackwell  
Chair of Trustees

Company Registration No. 07804583

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Cash generated from/(absorbed by) operations	21		11,580		(153,066)
<b>Investing activities</b>					
Investment income received		3,128		768	
<b>Net cash generated from investing activities</b>			3,128		768
<b>Net cash used in financing activities</b>			-		-
<b>Net increase/(decrease) in cash and cash equivalents</b>			14,708		(152,298)
Cash and cash equivalents at beginning of year			365,292		517,590
<b>Cash and cash equivalents at end of year</b>			380,000		365,292

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 MARCH 2023**

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### **1 Accounting policies**

#### **Charity information**

Women's Counselling and Therapy Service Limited is a Company Limited by Guarantee and is also a registered charity. The registered office is Portland House, 5 Portland Street, Leeds, LS1 3DR.

Each member of the company has undertaken to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

#### **1.1 Accounting convention**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Women's Counselling and Therapy Service Limited meets the definition of a public benefit entity under FRS102.

Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

#### **1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **1.3 Charitable funds**

Unrestricted funds represent funds which are expendable at the discretion of the Trustees in the furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment and include designated funds.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds represent grants, donations and legacies received which are allocated by the donor for particular project or activity.

#### **1.4 Income**

Income represents all resources which become available to the charity but excludes gains on investments. Grants, including government grants and donations are recognisable when the charity becomes entitled to receive the funds, when it is probable that the funds will be received and that they can be measured with sufficient accuracy.

Investment income is recognised on an accruals basis and comprises of interest receivable during the accounting period.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

---

#### 1 Accounting policies

(Continued)

##### 1.5 Expenditure

Expenditure is recognised in the period in which it is incurred and includes attributable VAT which cannot be recovered.

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

Support costs include those costs incurred in supporting the work of the charity.

##### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	15% straight line
Computers	33% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Individual fixed assets costing £1,000 or more are capitalised.

##### 1.7 Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a maturity within the 12 months after the balance sheet date.

##### 1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS102 to all of its financial instruments.

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid.

##### **Other financial assets**

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

---

#### 1 Accounting policies

(Continued)

##### ***Impairment of financial assets***

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

##### ***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### ***Basic financial liabilities***

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfers of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement value after allowing for any discounts which may be due.

##### ***Other financial liabilities***

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

##### ***Derecognition of financial liabilities***

Financial Liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

#### 1.9 Taxation

Women's Counselling and Therapy Services is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the Charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

#### 1.10 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

#### 1.11 Retirement benefits

The charity has made arrangements for a defined contribution scheme for the members of staff. The assets of the scheme are held separately from those of the charity. Pension costs charged in the Statement of Financial Activities represent contributions payable by the charity in the year.

#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees are of the opinion that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.



# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

<b>3</b>	<b>Net movement in funds</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	Net movement in funds is stated after charging		
	Fees paid to independent examiner		
	- Independent examination	1,900	1,650
	- Other accountancy, VAT and consultancy services	2,100	2,125
	Operating lease charges	31,819	31,819
		<u>          </u>	<u>          </u>

<b>4</b>	<b>Grants and donations</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Total</b>
		<b>2023</b>	<b>2023</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	Donations and gifts	521	-	521	691
	Grants	122,326	356,597	478,923	379,766
		<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
		122,847	356,597	479,444	380,457
		<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

In the current year restricted grants were £356,597 (2022: £366,878), unrestricted grants, including government grants totalled £122,326 (2022: £12,888). All donations and gifts are unrestricted in both the current and previous financial year.

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Grants receivable for core activities</b>		
Bromley Trust	-	15,000
Comic Relief	-	45,072
Henry Smith Charity	66,700	54,600
Ministry of Justice	228,561	189,244
Big Lottery - Community Fund	-	16,320
BBC Children in Need	17,563	8,585
The Pilgrim Trust	-	7,539
Leeds Women's Aid	43,773	10,518
Garfield Weston	-	20,000
	<u>          </u>	<u>          </u>
	356,597	366,878
	<u>          </u>	<u>          </u>

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers, details of which are given in our annual report. In accordance with FRS102 the economic contribution of volunteers is not recognised in the financial statements.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2023**

### 5 Charitable activities

	2023 £	2022 £
Grants	462,355	462,475
Other income	10,669	6,929
	<u>473,024</u>	<u>469,404</u>
<b>Performance related grants</b>		
Leeds City Council Adults and Health	128,910	143,359
NHS Leeds CCG	265,723	286,652
Visible	68,000	32,464
	<u>462,355</u>	<u>462,475</u>

In the current year restricted grants were £68,000 (2022: £32,646), unrestricted grant totalled £394,355 (2022: £430,011). All other income are unrestricted in both the current and previous financial year.

### 6 Investments

	2023 £	2022 £
Interest receivable	<u>3,128</u>	<u>768</u>

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 7 Charitable activities

	2023 £	2022 £
Staff costs	615,105	600,622
Recruitment, DBS checks	1,660	6,536
Therapy, supervision, freelance workers	18,601	16,081
Partner costs	26,954	6,646
Staff and volunteer training	12,232	9,515
Premises costs	34,465	34,369
Direct client costs	21,209	12,851
Postage and stationery	1,015	1,146
Consultancy fees	9,198	17,186
Service user involvement	229	30
	<u>740,668</u>	<u>704,982</u>
Share of support costs (see note 8)	171,737	117,040
	<u>912,405</u>	<u>822,022</u>

### 8 Support costs

	2023 £	2022 £
Staff costs	66,818	42,742
Premises costs	11,488	11,457
Insurance	3,877	3,148
Administrative costs	40,305	31,883
Travel and subsistence	2,535	915
Books and subscriptions	1,809	1,370
Accountancy fees	4,800	4,200
Other professional fees	29,718	16,816
Office equipment	10,387	4,509
	<u>171,737</u>	<u>117,040</u>

Accountancy fees include fees paid to the independent examiner of £1,900 (2022: £1,650), and accountancy fees of £2,100 (2022: £2,125).

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or preceeding year.

No trustees claimed expenses during the year (2022: No trustees).

#### 10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charity Manager	1	1
Therapy Managers and staff	21	22
Charity and Therapy administration	3	3
	<hr/>	<hr/>
Total	25	26
	<hr/>	<hr/>

#### Employment costs

	2023 £	2022 £
Wages and salaries	606,112	579,789
Social security costs	53,799	48,680
Other pension costs	22,012	14,895
	<hr/>	<hr/>
	681,923	643,364
	<hr/>	<hr/>

The charity participates in a defined contribution pension arrangement for the benefit of its employees. Unpaid contributions totalled £3,873 at 31 March 2023 (2022: £2,765).

The key management personnel of Women's Counselling and Therapy Service Limited are the trustees; Chief Executive, Clinical Lead, Services Manager, Finance Manager, Services Manager, Operations Office Manager.

The total employee benefits of the key management personnel of the charity were £248,649 (2022: £208,095).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£60,000 - £70,000	1	-
	<hr/>	<hr/>

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 11 Taxation

Women's Counselling and Therapy Service Limited is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising. Given this, no tax charge arises on the charity.

### 12 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
<b>Cost</b>			
At 1 April 2022	11,381	7,972	19,353
At 31 March 2023	11,381	7,972	19,353
<b>Depreciation</b>			
At 1 April 2022	11,381	7,972	19,353
At 31 March 2023	11,381	7,972	19,353
<b>Net book value</b>			
At 31 March 2023	-	-	-
At 31 March 2022	-	-	-

### 13 Debtors

	2023 £	2022 £
<b>Amounts falling due within one year:</b>		
Other debtors	21,036	18,105
Prepayments and accrued income	9,256	1,602
	30,292	19,707

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

	Notes	2023 £	2022 £
Other taxation and social security		11,457	16,226
Deferred income	15	77,791	93,317
Other creditors		771	-
Accruals and deferred income		45,027	43,401
		135,046	152,944

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2023**

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### 15 Deferred income

	2023	2022
	£	£
Balance brought forward	93,317	226,420
Released to income	(93,317)	(226,420)
Deferred at year end	77,791	93,317
	<u>77,791</u>	<u>93,317</u>

### 16 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	<u>4,375</u>	<u>1,364</u>

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£
BBC Children In Need	-	8,585	(8,585)	-	17,563	(15,132)	2,431
Big Lottery Fund - Community Fund	-	16,320	(16,320)	-	-	-	-
Bromley Trust	-	15,000	(15,000)	-	-	-	-
Charles Hayward Foundation	-	45,072	(45,072)	-	-	-	-
Henry Smith Charity	9,322	54,600	(53,208)	10,714	66,700	(68,724)	8,690
Henry Smith Charity - Covid	-	189,244	(189,244)	-	-	-	-
Ministry of Justice	-	-	-	-	228,561	(228,561)	-
The Pilgrim Trust	-	7,539	(7,539)	-	-	-	-
Visible	-	32,464	(32,464)	-	68,000	(68,796)	(796)
Leeds Women's Aid	-	10,518	(10,518)	-	43,773	(43,179)	594
	<u>9,322</u>	<u>379,342</u>	<u>(377,950)</u>	<u>10,714</u>	<u>424,597</u>	<u>(424,392)</u>	<u>10,919</u>

#### Purposes of restricted funds:

BBC Children in Need - to support a project working with 16 and 17 year olds.

Big Lottery Fund Community Fund - to provide outreach support to isolated and vulnerable women of Leeds living in areas of deprivation including a focus on provision for south Asian women.

Charles Hayward Foundation - funding towards the general therapy services.

Comic Relief - to fund psychological therapies and associated case work for wider health and social needs for women aged 50+ at risk of violence.

Henry Smith Charity - funding towards the running costs of providing therapy for the beneficiaries.

Ministry of Justice - a core cost grant providing funding for services to victims/survivors of sexual violence.

Pilgrim Trust - to fund psychological therapies for 16-25 year olds.

Visible - to fund a project supporting improvements in Leeds health and wellbeing services with adult survivors of child sexual abuse

Women's Lives Leeds - funding as part of the Big Lottery Fund across Leeds, and initiative to support the most vulnerable women and girls with a focus on complex needs to ensure that many more women and girls in Leeds are empowered to live healthier and safer lives.

# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Balance at 31 March 2023
	£	£	£	£
Maternity Leave Fund	17,000	4,242	21,242	21,242
Future Service Development Fund	25,000	4,242	29,242	29,242
Contingency Fund	56,299	-	56,299	56,299
40th Anniversary Research Fund	20,000	20,000	23,636	23,636
Building Fund	43,674	15,000	43,674	43,674
	<u>161,973</u>	<u>12,120</u>	<u>174,093</u>	<u>174,093</u>

#### Purposes of designated funds:

Maternity Leave Fund - Provision for supporting maternity leave.

Future Service Development Fund - Provision for developing services for marginalised groups who are not served by mental health services with a view to evidencing outcomes.

Contingency Fund - Provision to respond in short term to unforeseen circumstance.

40th Anniversary Research Fund - Provision for additional research.

Building Fund - Provision to secure stable sustainable premises for the Service.

### 19 Analysis of net assets between funds

	Net current assets 2023 £	Total 2023 £	Net current assets 2022 £	Total 2022 £
Restricted Funds	10,919	10,919	10,714	10,714
Unrestricted Funds	40,234	40,234	47,248	47,248
Designated Funds	174,093	174,093	174,093	174,093
	<u>225,246</u>	<u>225,246</u>	<u>232,055</u>	<u>232,055</u>

### 20 Related party transactions

There were no related party transactions during the year (2022 - no transactions).



# WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

21	Cash generated from operations	2023 £	2022 £
	Surplus for the year	43,191	28,607
	<b>Adjustments for:</b>		
	Investment income recognised in statement of financial activities	(3,128)	(768)
	<b>Movements in working capital:</b>		
	(Increase) in debtors	(10,585)	(7,235)
	(Decrease) in creditors	(17,898)	(173,670)
	<b>Cash generated from/(absorbed by) operations</b>	<u>11,580</u>	<u>(153,066)</u>

The charity had no debt during this or the previous year.

## 22 Comparative Statement of Financial Activities

	Unrestricted funds £	Restricted funds £	Total 2022 £
<b><u>Income from:</u></b>			
Grants, donations and legacies	13,579	366,878	380,457
Charitable activities	436,940	32,464	469,404
Investments	768	-	768
<b>Total income</b>	<u>451,287</u>	<u>399,342</u>	<u>850,629</u>
<b><u>Expenditure on:</u></b>			
Charitable activities	<u>424,072</u>	<u>397,950</u>	<u>822,022</u>
Gross transfers between funds	-	-	-
<b>Net movement in funds</b>	<u>27,215</u>	<u>1,392</u>	<u>28,607</u>
Fund balances at 1 April 2021	<u>194,126</u>	<u>9,322</u>	<u>203,448</u>
<b>Fund balances at 31 March 2022</b>	<u>221,341</u>	<u>10,714</u>	<u>232,055</u>