TOMORROW'S WOMEN

England & Wales · Charity number 1148800

Details

Other names	TOMORROW'S WOMEN WIRRAL
Status	Registered
Legal form	Charitable company
Company number	08039787
Registered	2012-09-03
Register	View on the Charity Commission register

Contact

Address	Tomorrow's Women Beckwith Street East Birkenhead Wirral Merseyside CH41 3JE
Phone	01516477907
Email	admin@tomorrowswomen.org.uk
Website	tomorrowswomen.org.uk

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Activities

Objects: (1)TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING WOMEN NORMALLY (THOUGH NOT EXCLUSIVELY) RESIDENT IN WIRRAL ('THE BENEFICIARIES') FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE BENEFICIARIES WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY. FOR THE PURPOSES OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT, FINANCIAL HARDSHIP, SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS, POOR EDUCATIONAL OR SKILLS ATTAINMENT, RELATIONSHIP AND FAMILY BREAKDOWN, CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER REHABILITATING INTO SOCIETY);(2)TO PROMOTE FOR THE PUBLIC BENEFIT THE EDUCATION AND REHABILITATION OF BENEFICIARIES WHO HAVE BEEN SUBJECT TO A CRIMINAL CHARGE AND HAVE SUFFERED A RESTRICTION OF LIBERTY IN THE COMMUNITY OR IN ANY PENAL OR CORRECTIONAL INSTITUTION IN SUCH WAYS AS THE CHARITY TRUSTEES THINK FIT, INCLUDING (BUT NOT LIMITED TO):I.THE PROVISION OF COUNSELLING AND SUPPORT;II.PROVIDING OR ARRANGING ACCESS TO TRAINING AND EDUCATION;III.ADVANCING THE HEALTH, SAFETY AND PSYCHOLOGICAL WELL BEING OF THE BENEFICIARIES.(3)FOR THE PUBLIC BENEFIT TO PROMOTE THE EDUCATION OF THE BENEFICIARIES IN SUCH WAYS AS THE CHARITY TRUSTEES THINK FIT, INCLUDING (BUT NOT LIMITED TO):I.ARRANGING AND CO-ORDINATING THE DELIVERY OF EDUCATIONAL PROGRAMMES;II.PROVIDING OR ARRANGING ACCESS TO TRAINING AND EDUCATION AND FACILITIES FOR EDUCATION;III.THE DEVELOPMENT OF THE BENEFICIARIES' INDIVIDUAL CAPABILITIES, COMPETENCIES, SKILLS AND UNDERSTANDING IN SUBJECTS OF EDUCATIONAL VALUE.

Activities: Tomorrow's Women delivers a comprehensive, women-centred approach to minimising female imprisonment and offending. It does this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Cheshire West & Chester
- Wirral

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Finances

Period end	Income	Expenditure	Assets	Employees
2024-11-30	£987,642	£737,855	£1,069,854	18
2023-11-30	£842,034	£731,502	£820,067	20
2022-11-30	£727,428	£539,755	£709,535	15
2021-11-30	£468,060	£431,759	-	-
2020-11-30	£520,261	£418,004	£485,561	12

Trustees

Name	Role	Appointed
MAUREEN THOMPSON	Chair	2012-05-04
Adam Woodcock		2014-04-01
Bethany Cordell		2024-08-13
CHRISTOPHER LUCAN-PRATT		2013-03-12
Fleur Jones		2018-03-08
KEVIN VINCENT SWEENEY		2017-01-20
Linda Jones		2018-03-08
Neil Richard Anthony Willcox		2024-08-13
Pauline Jane Jones		2024-08-13
Sandra Rosemary Jones		2017-03-28
Sarah Louise Dodd		2024-08-13
Tracy Hayes		2019-11-19

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TOMORROW'S WOMEN

England & Wales - Charity number 1148800

Accounts

TOMORROW'S WOMEN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30th NOVEMBER 2024

THURSDAY

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A15 21/08/2025 #55

COMPANIES HOUSE

Registered Company No: 08039787 (England & Wales)
Registered Charity No: 1148800

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN
YEAR ENDED 30TH NOVEMBER 2024

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REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN YEAR ENDED 30TH NOVEMBER 2024

Reference and Administration Details

Registered Charity Number:	1148800
Registered Company Number:	08039787
Principal office:	St Laurence's Old School Building, Beckwith Street East, Birkenhead, Wirral, CH41 3JE
Independent Examiners:	McEwan Wallace Ltd, 6 Abbots Quay, Monks Ferry, Birkenhead, Wirral, CH41 5LH
Bankers	Unity Trust Bank, 9 Brindley Place, Birmingham, B1 2HB
Solicitors	Moorcroft's Solicitors, 30 Hamilton Square, Birkenhead, Wirral, CH41 6AZ
Trustees	Trustees who served during the year were: Mrs M Thompson – Chair Mr K V Sweeney – Treasurer Mrs F Jones (formerly Mrs F Flanagan) Mrs S R Jones Mrs L Jones Mrs C M Little (Resigned 8th March 2024) Mr C Lucan-Pratt Mr A Woodcock Ms T Hayes Miss B Cordell (Appointed 13th August 2024) Mrs P Jones (Appointed 13th August 2024) Miss S Dodd (Appointed 13th August 2024) Mr N Wilcox (Appointed 13th August 2024)
Secretary:	Mrs G McKinnon (Resigned 7th April 2025) Mrs E Edwards (Appointed 7th April 2025)

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN YEAR ENDED 30TH NOVEMBER 2024

Report of Directors and Trustees

The Trustees have pleasure in presenting their Annual Report and Accounts for the year ended 30th November 2024. This being Tomorrow's Women's 13th Anniversary year.

Public Benefit

When planning activities, the Trustees are mindful of the Charity Commission's guidelines on Public Benefit and have complied with the duty of the Charity in Section 17 (5) of the Charities Act 2011, Trustee declaration – Automatic disqualification rules changed by the Charities (Protection and Social Investment) Act 2016, and follows the new General Data Protection Regulation (GDPR) and Data Protection Act 2018.

The Charity's principal activity is to promote social inclusion for the public benefit by preventing women normally (though not exclusively) resident in Wirral and Cheshire West & Chester ("the Beneficiaries") from becoming socially excluded, relieving the needs of those Beneficiaries who are socially excluded, and assisting them to integrate into society. The Beneficiaries may have become socially excluded or be at risk of exclusion, because of one or more of the following factors: unemployment, financial hardship, substance abuse or dependency including alcohol and drugs, poor educational or skills attainment, crime (either as a victim of crime or as an offender rehabilitating into society), poor health mentally or physically, domestic abuse, relationship or family breakdown.

The Charity promotes for the public benefit the education and rehabilitation of Beneficiaries who have been subject to a criminal charge and have suffered a restriction of liberty in the community or in a penal or correctional institution in such ways as the Trustees think fit, including the following: the provision of counselling and support, providing or arranging access to training and education, and advancing the health, safety and psychological well-being of the Beneficiaries.

The Charity also promotes for the public benefit the education of the Beneficiaries, in such ways as the Trustees think fit including: arranging and co-ordinating the delivery of educational programmes, providing or arranging access to training and education and facilities for education, and the development of the Beneficiaries' individual capabilities, competences, skills and understanding in subjects of educational value.

Mission, Aims, Objectives and Activities

Mission - To deliver a comprehensive, women centred approach to minimising female imprisonment, offending and disadvantaged life experiences

Purposes and Aims

Our Charity's purpose is to deliver a comprehensive, women-centred approach to minimising female imprisonment and offending. We aim to do this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources.

Ensuring our work delivers our aims

Aims, objectives and activities are reviewed annually, considering both quantitative and qualitative data, plus known outcomes. The review assists in ensuring our aim, objectives and activities remain focused on our stated purposes.

The focus of our work

Our main objectives for the year were to continue to develop and provide a comprehensive woman centred approach to minimising female imprisonment and offending through providing support and utilising community services within Tomorrow's Women (TW).

Strategies used to meet these objectives included:

Implementing and sustaining integrated local partnerships to provide additional support and educational services for the benefit of women.

Provide a comfortable, supportive, safe learning environment for women during the day.

Who Used and Benefitted From Our Services?

TW is designed to benefit all adult women in the community wanting to make positive lifestyle choices and changes, not just women involved in or on the periphery of the Criminal Justice System. This also includes student placements from local universities, and wonderful volunteers. However, TW has at its heart, a commitment to reduce female imprisonment, female offending and provide support and assistance to those women who are in recovery. Research indicates that whilst drug and alcohol play a part in all offending, it is significantly more so with women.

'Tomorrow's Young Women' (TYW) has continued to run at our Wirral site. This project closes a gap in provision for young women aged 14 to 17 years. During this year, 32 TYW engaged with the Programme.

TW offers space in which staff and partners can work with women who may have multiple complex problems, to make best use of resources. Up to November 2024 TW was engaging with over 265 different partners and agencies. The Probation Service have a dedicated team of Offender Managers who are hosted on the premises, who supervise females subject to Community Orders and Licence Conditions. The Probation Service statistics continue to indicate a very positive improvement in compliance with court orders. TW Empowerment Advisers (EAs) are the cornerstones of the success and compliance rates of these women.

Attendance and Referrals

Referrals have continued to grow due to desperate need of women who required support during the period. Referrals have continued to be received from a myriad of sources (e.g., GP's, Hospitals, Social Care, Family Support Groups, Health Clinics, Police, Churches, Schools, and Self-Referrals etc.). Over this annual period there have been a total of 2,521 new referrals with 1,787 for Wirral and 734 for Chester. These high figures indicate the need for provision.

Courses, Programmes and Opportunities

Core Programme deliveries are designed to address the recognised criminogenic factors as below: -

Attitudes
Thinking and Behaviours
Education, Employment and Training
Relationships
Drug and Alcohol
Accommodation
Finance
Emotional Wellbeing
Lifestyle and Associates
Health and other factors

We have repackaged the way in which we deliver the programmes and interventions to accommodate the individual learning styles of the women and in recognition of their life experiences which are frequently characterised by negative experiences at school, poor self-image and low self-esteem. See below for numbers of attendances.
TW acknowledges the positive impact that women who have no offending history can have upon others, so they are also fully integrated within TW delivery.

Physical Health & Wellbeing
Sexual Health Nurse – **15**
Boxercise, Zumba, Legs Bums & Tums, Belly Dancing – **580**
Liver Health Check - **24**
Total: 619

Personal Social & Skills update
Stitch in Time – **593**
Community Connectors – **45**
Creative Group – **362**
Jam Session – **99**
Reading Group – **86**
Floristry – **19**
Pumpkin Floristry- **13**
DIY- **22**
Exploring Short Stories- **6**
Pattern Cutting- **33**
Total: 1,278

Other
Police Drop in – **38**
Connectors – **54**
Solicitor Drop in – **368**
Total: 460

Domestic Abuse
Understanding DA – **48**
DA Support Group-**19**
Finding Me – **225**
Understanding Domestic Abuse-**13**
Exploring Coercive Control- **37**
Total: 342

Alcohol & Drug
Better Solutions- **222**
Alcohol & Me – **98**
Relapse Prevention – **53**
Support Group Monday – **195**
Support Group Friday – **97**
Stepwise Programme – **26**
L1 Substance Misuse- **12**
Understanding Addiction- **19**
Total: 722

Employment & Education
ESOL – **237**
Gel Polish Nail Course Introduction – **29**
Peer Mentoring Course – **15**
Step into the NHS – **30**
Maths **19**
Job Centre Plus – **44**
L1 Hair -**52**
Build a CV- **8**
Getting into Maths- **12**
Total: 446

Parenting
Happy Healthy Homes – **25**
Positive Parenting –**27**
Children & Young People's Mental Health – **51**
Advocacy – **76**
Neurodiversity – **35**
Understanding Teenagers- **10**
Child Social & Emotional Development- **30**
Aces- **41**
Total: 295

Women who have completed and received certificates in the following:
Gel Polish Nail course – **28**
L1 Counselling –**37**
Counselling Skills – **36**
Criminology-**48**
L2 Mentoring & Mental Health – **108**

Psychology – **95**
L2 Autism – **73**
L3 Autism- **27**
ESOL – **237**
Small Changes Big Impact –**31**
L1 Mental Health Awareness – **14**
L2 Mental Health Awareness – **24**
Maths-**19**
Getting into Maths-**12**
L1 Hair – **52**
Total: 841

Budgeting and Money
CAP – **18**
CAB Gambling & Money – **15**
Money Management – **10**
Money & Me- **16**
Total: 59

Mental Health
Mindfulness –**36**
Guided Meditation -**113**
Red to Pink Anger Management – **134**
Better Solutions –**222**
A More Confident You –**38**
Be a More Confident You- **82**
Wellbeing & Me – **128**
Yoga – **380**
L2 Mental Health First Aid – **18**
Guided Meditation – **19**
Help in our garden-**427**
WRAP-**4**
Talking Therapies NHS – **32**
L1 Stress Awareness-**18**
L2 Mentoring & Mental Health-**22**
Self Care Magazine-**34**
Understanding Anxiety-**21**
Reiki-**8**
L2 Mental Health Awareness-**53**
L2 Mentoring & Mental Health-**9**
Yoga Retreat-**40**
5 Ways to Wellbeing-**8**
Resillience & Wellbeing-**5**
Health & Nutrition-**19**
Neurodiversity- **35**
Understanding & Overcoming Trauma – **11**
Understanding Negative Thoughts- **9**
Understanding Trauma- **16**
Exploring Conflict- **6**
Behaviours that Challenge - **41**
Total: 1,988

Events 1 December 2023 to 30th November 2024

TW held a number of fantastic events at both Wirral and Chester centres including International Women's Day (Wirral centre only). Both Wirral and Chester centres held Violence Against Women & Girls (VAWG) events which were well attended and welcomed a variety of fantastic speakers, performances and activities in order to add an interactive element. Our Wirral centre celebrated the Christmas festivities with a party, Christmas meal and a breakfast on Christmas Day morning. Our Wirral centre also held a successful charity fundraising Summer fair which raised over £1,716.21. We also held a Women's Health Day at our Chester centre offering a range of activities and advice surrounding women's health, which was well attended and well received.

Progress to Date

TW in partnership with Merseyside Police offer Out of Court Disposals (OOCDs). OOCDs are responses to crime that the police can administer locally without having to take the matter to court.
The main adult disposals are:

Simple Cautions,
Conditional Cautions,
Penalty Notices for Disorder (PNDs),
Cannabis and Khat warnings
Community Resolutions.

These disposals are a valuable tool for the Police when tackling low-level crime and can represent a proportionate and effective response to offending. TW receives referrals from Merseyside Police for Conditional Cautions and Community Resolutions. For the year Dec 2023 - Nov 2024 TW received 157 referrals with 93 compliance and completion.

In Partnership with HMPPS, The Probation Service are based within both Chester & Wirral centres. This gives Courts a sentencing option for Wirral Magistrates, and also Liverpool and Chester Crown Courts and beyond, which is designed to assist in diverting women from custody. All aspects required for Rehabilitation Activity Requirements (RARs) completion is carried out at TW to complement the work of Probation staff. This allows all women to integrate with other females within the safe confines of our TW Charity to learn and share experiences to avoid offending/reoffending.

The RARs provide a series of targeted interventions which are tailored to the individual female's needs through a multi- agency, multi- disciplinary, problem-solving approach to:

- Address reasons for offending.
- Reduce the risk of re-offending and break the cycle of female offending.
- Improve compliance with Orders and facilitate engagement with agencies; and tackle the problem of intergenerational crime.

The typical profile of women within our target group is that they have multiple complex problems. Research shows that the women will probably have experienced between four and six of the following and will often have had negative experiences with agencies making them reluctant to seek help despite the magnitude of their problems.

- Low self-esteem and self-worth
- Social exclusion/isolation
- Poor anger control and parenting skills
- Violence/abuse
- Traumatised behaviour
- Alcohol/drug misuse
- History of being exploited.
- Poor housing
- Lack of skills
- Massive experience of loss.
- Lack of opportunities for training and or employment

Strategic Targets for 2024

- Continue partnership with Wirral Met College, with the opening of a Hair Salon for training purposes
    - To be opened in 2025

- Ensure all staff for both Chester and Wirral site are fully trained, as well as volunteers. E.g. IDVA & ISVA Training for Empowerment Advisors, as well as PTLLS Qualifications.
    - Achieved & ongoing

- Continue with Community Gardening Project to support the maintenance of the RHS Award-winning Garden.
    - Achieved Maximum Level Outstanding

- Continue with innovative work to create new fundraising streams and opportunities. E.g. Easyfundraising, and Wills and legacy fundraising.
    - Ongoing

Strategic Targets for 2025

- Strengthen funding resilience through diversified income (training sales, room hire, fundraising).
- Outreach and Satellite Hubs in rural Cheshire (Winsford, Northwich).
- Selling training packages to diversify income.

Structure Governance and Management

Organisational Structure

The Board of Trustees, which has members from a variety of relevant backgrounds, held six virtual meetings and are responsible for the strategic direction and policy of TW.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rests with the Chief Executive Officer. The Chief Executive Officer overseen by the Chair of Trustees are responsible for ensuring that TW delivers the services specified and that key performance indicators are met.

Financial Review

Total income for the year amounted to £987,642, with an annual net surplus recorded of £249,787.
The charity aims to utilise reserves and maximise income in 2024/2025 thereby continuing to provide its excellent service.

Reserves Policy

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity, at a minimum level which equates to approximately three months of expenditure, to ensure that the charity can continue to operate should difficulties in receiving income occur in the short term. As expenditure in 2024/25 is projected to be at an increased level to 2023/24 at £886,000 given the increase in staff and operating costs, (2024: £737,855, see SOFA page 14, Total Expenditure), this would equate to c. £221,500.

Actual unrestricted reserves held at the year-end amounted to £678,817 (see Note 12), £65,627 of which was tied up in fixed assets (see Note 14) leaving £613,190 free to use. This equates to approximately 9 months of predicted 2024/25 expenditure.

The Trustees consider that these overall reserves provide sufficient funds to cover management and administration support costs for the minimum period, and aim to maintain the reserves at these levels for the foreseeable future. They aim to continue examining potential further partnerships which are deemed to be beneficial to the women.

Trustees Responsibilities in relation to Financial Statements

Trustees are responsible for preparing the financial statements led by the Treasurer in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice.

Company Law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit of the Charity for the period.

In preparing the statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Centre will continue in business.

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

Signed on behalf of the Board:

Mrs M Thompson
Chair Tomorrow's Women
Date 25th July 2025

Independent Examiner's Report to the Trustees of Tomorrow's Women

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2024.

Responsibilities and basis of report

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

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

Independent examinator statement

Since the Company's gross income exceeded £250,000 your examinator 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 if 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 reason to believe:

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

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

K Billington

Kris Billington FCA FPC
McEwan Wallace Chartered Accountants
6 Abbots Quay
Monks Ferry
Birkenhead
Wirral
CH41 5LH
Date: 12th August 2025

TOMORROW'S WOMEN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30TH NOVEMBER 2024

	Notes	2024	2023
		£	£
INCOME			
Donations	2	31,155	32,082
Grants receivable	3	935,457	801,206
		966,612	833,288
EXPENDITURE			
Charitable activities		736,475	730,182
Governance costs		1,380	1,320
	4	(737,855)	(731,502)
SURPLUS ON ORDINARY ACTIVITIES		228,757	101,786
Other interest receivable and similar income		21,030	8,746
NET SURPLUS ON ORDINARY ACTIVITIES		249,787	110,532

No activities were discontinued during the year.

TOMORROW'S WOMEN
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH NOVEMBER 2024

	Notes	Restricted	Unrestricted	2024	2023
				Total	Total
		£	£	£	£
INCOME AND ENDOWMENTS					
Income from charitable activities:					
Grants receivable	3	838,618	96,839	935,457	801,206
Other income					
Donations and legacies	2	-	31,155	31,155	32,082
Investment		-	21,030	21,030	8,746
Total Income and Endowments		838,618	149,024	987,642	842,034
EXPENDITURE					
Expenditure on charitable activities	4	723,777	14,078	737,855	731,502
TOTAL EXPENDITURE		723,777	14,078	737,855	731,502
Net movement in funds		114,841	134,946	249,787	110,532
Balances brought forward at 1st December 2023		276,196	543,871	820,067	709,535
Balances carried forward at 30th November 2024		391,037	678,817	1,069,854	820,067

TOMORROW'S WOMEN (Company Number 08039787) (Charity Number 1148800)
BALANCE SHEET
AS AT 30TH NOVEMBER 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible assets	8		116,800		84,158
CURRENT ASSETS					
Debtors	9	11,949		12,198	
Cash at bank and in hand		957,745		739,611	
TOTAL CURRENT ASSETS		969,694		751,809	
CREDITORS: Amounts falling due within one year	10	(16,640)		(15,900)	
NET CURRENT ASSETS / (LIABILITIES)			953,054		735,909
TOTAL ASSETS LESS CURRENT LIABILITIES			1,069,854		820,067
NET ASSETS			1,069,854		820,067
FUNDS					
Unrestricted funds	12		678,817		543,871
Restricted funds	11		391,037		276,196
			1,069,854		820,067

For the year ending 30th November 2024 the charitable company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with Section 476 of the Companies Act 2006. The directors/trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard 102 Section 1A

Approved by the board on 25th July 2025 and were signed on its behalf by:

Mrs M Thompson
Chair – Tomorrow's Women

TOMORROW'S WOMEN
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30TH NOVEMBER 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	271,812	114,837
Net cash from operating activities		271,812	114,837
Cash flows from investing activities			
Purchase of tangible assets		(53,678)	(15,010)
Net cash used in investing activities		(53,678)	(15,010)
Increase/(decrease) in cash and cash equivalents		218,134	99,827
Cash and cash equivalents at beginning of year	2	739,611	639,784
Cash and cash equivalents at end of year	2	957,745	739,611

1. RECONCILIATION OF SURPLUS TO CASH GENERATED FROM OPERATIONS

	2024 £	2023 £
Net income/(expenditure)	249,787	110,532
Depreciation	21,036	20,274
	270,823	130,806
(Increase)/Decrease in debtors	249	(11,794)
Increase/(Decrease) in creditors	740	(4,175)
Cash generated from operations	271,812	114,837

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 30 November 2024

	2024 £	2023 £
Cash and cash equivalents	957,745	739,611

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, and the Companies Act 2006. The Financial statements, incorporating a Statement of Financial Activities, have been prepared in accordance with Statement of Recommended Practice SORP FRS 102 – "Accounting and Reporting by Charities."

The financial statements have been prepared as a going concern and will continue to for at least twelve months after the signing of the accounts.

b) Statutory information

The organisation is a registered Charity and a company limited by guarantee, registered in England and Wales. The liability in respect of the guarantee as set out in the memorandum is limited to £1 per member of the company. The company's registered number; charity registered number and registered office can be found on the 'Reference and administration details' on page 2.

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

c) Income

Intangible income, which comprises donated services, is included in income at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Gifts in kind comprised of assets, repairs, stationery and utilities donated for the use of the Charity are included at valuation and recognised as income in the year they are received.

Income from grants, donations and other income is included when received.

d) Expenditure

The cost headings comprise expenditure, including staff costs, directly attributable to the organisation's activity. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of the resources.

- Generating funds include the costs incurred in order to hold fundraising events.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services.

e) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the organisation.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

All income and expenditure is shown in the Statement of Financial Activities.

The nature and purpose of each fund is fully explained in notes 11 and 12.

f) Income and expenditure

All income and expenditure is accounted for on the accruals basis.

g) Significant judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future.

The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below;

When an asset is purchased it is categorised into an asset class, the depreciation policy of each class estimates the economic life of all assets within the class. The depreciation policy of each asset class is determined by management and reviewed regularly for appropriateness. The depreciation policy adopted is based on historical experience as well as considering the future events which may impact the useful economic life of all assets within each class, such as changes in market demands.

h) Fixed assets

Depreciation is calculated to write off the cost or valuation, less estimated residual values, of tangible fixed assets over their estimated useful lives to the charity. The annual depreciation rates and methods are as follows:

Leasehold improvements	- 10% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost
Motor Vehicles	- 33% on cost

Assets are carried in the balance sheet at written down historical cost.

Gifted assets are capitalised if valued over £250 at the point of receipt.

Impairment reviews are carried out on assets where an indication is given that the recoverable amount is below the net book value. No assets have been subject to impairment to date.

i) Financial instruments

The following assets and liabilities are classified as financial instruments: prepayments, accruals, and other creditors.

Financial assets and liabilities that are measured at amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss in recognised in the Statement of Financial Activities, and the historic cost is included in the notes to the accounts.

VOLUNTARY INCOME

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Total 2023 £
Donations & appeals	-	31,155	31,155	32,082
	-	31,155	31,155	32,082

3. GRANTS RECEIVABLE

	Restricted 2024	Unrestricted 2024	Total 2024	Total 2023
	£	£	£	£
Big Lottery – Chester & Cheshire	154,312	-	154,312	160,274
PSS (UK) – NPS Interventions	285,558	-	285,558	211,874
Big Lottery – Cost of Living Fund	68,878	-	68,878	-
Steve Morgan Foundation	28,792	-	28,792	40,987
Merseyside PCC – Suzy Lamplugh	1,860	-	1,860	-
Merseyside PCC – Two Tier Disp.	-	-	-	20,000
Merseyside PCC – Victim Support	60,000	-	60,000	60,000
Merseyside PCC – Violence Reduct	-	-	-	12,500
Calders/NOMS Probation Service	-	37,115	37,115	25,479
Wirral BC – CEO Funding	27,500	-	27,500	40,000
Wirral BC – Substance Abuse Fund	17,576	-	17,576	-
Wirral BC – Domestic Abuse Fund	-	-	-	16,175
Wirral BC – Female Health Support	9,243	-	9,243	-
Wirral BC – Emergency Hampers	-	-	-	13,661
Wirral BC – TW Food Pantry	15,540	-	15,540	9,305
Wirral BC – Winter Food Support	10,800	-	10,800	-
Wirral CVS – Step-up Fund	15,000	-	15,000	-
Cheshire PCC – Chester Projects	-	-	-	20,000
Cheshire PCC – EA Salary Support	30,000	-	30,000	30,000
Cheshire NHS – Mental Health	13,942	-	13,942	18,640
Cheshire NHS – Multiply Courses	-	-	-	5,450
Cheshire NHS – SMH Transform	13,260	-	13,260	4,466
Lloyds Bank Foundation	-	50,000	50,000	27,250
Garfield Weston Foundation	30,000	-	30,000	-
SWIRE Charitable Trust	-	-	-	22,340
Cheshire Community Foundation	-	-	-	11,833
Fusion 21 Foundation	5,000	-	5,000	10,000
John Moores Foundation	-	-	-	10,000
JJ Charitable Trust	-	-	-	5,000
New Beginnings	-	-	-	4,623
Wates Family Enterprise Trust	4,775	-	4,775	-
Magenta Living – Kitchen Refurb	8,300	-	8,300	-
The Clothworkers Foundation	4,000	-	4,000	-
Laing Family Trust	5,000	-	5,000	-
Rathbone Charitable Trust	3,000	-	3,000	-
Community Foundation Lancashire	-	-	-	4,720
Merseycare NHS – Room Hire	-	5,500	5,500	-
The 29th May 1961 Trust	4,000	-	4,000	-
D'Oyly Carte Trust – Garden Dev	3,000	-	3,000	-
Groundwork UK – Garden Dev	1,782	-	1,782	-
Other Grants (below £5,000)	17,500	4,224	21,724	16,629
	838,618	96,839	935,457	801,206

4. RESOURCES EXPENDED - CHARITABLE ACTIVITIES

	Restricted	Unrestricted	Total 2024	Total 2023
	£	£	£	£
Staff costs	513,130	-	513,130	520,389
Rent	78,089	-	78,089	61,995
Room Hire (Chester & Cheshire)	342	-	342	780
Energy & Utilities (Chester)	9,301	-	9,301	11,872
Training	5,643	-	5,643	12,489
Leasehold improvements deprec'n	2,116	7,320	9,436	8,446
Computer equipment depreciation	2,500	2,303	4,803	5,609
Fixtures and fittings depreciation	3,812	2,985	6,797	6,219
Computer & IT	17,107	-	17,107	17,889
Telephones and Communications	3,941	-	3,941	3,252
Postage and stationery	4,335	-	4,335	3,862
Travel and subsistence	2,144	-	2,144	3,417
Repairs and renewals	4,760	-	4,760	3,960
Sundry expenses	12,677	-	12,677	13,997
Bank charges and interest payable	252	-	252	220
Insurance	6,698	-	6,698	5,048
Subscriptions	464	90	554	1,130
Waste Disposal / Collection	4,311	-	4,311	2,399
Contract Cleaner	6,187	-	6,187	3,707
ASH Project	1,696	-	1,696	4,362
On-line DA Courses Project	-	-	-	9,170
Counselling Fees – TYW	11,410	-	11,410	4,263
WRAP Project	-	-	-	2,975
TW Salon Project	3,264	-	3,264	1,500
Horta Garden Project	-	-	-	8
Chester Household Fund	2,372	-	2,372	1,857
Chester Sanctuary Garden	110	-	110	940
Wirral Household Fund - WHF	1,586	-	1,586	114
TW Pantry Project	26,236	-	26,236	17,413
New Beginnings - Craft Room	-706	-	-706	900
Independent examination	-	1,380	1,380	1,320
	723,777	14,078	737,855	731,502

5. SUPPORT COSTS

	Staff Costs	Other Costs	Total 2023	Total 2023
	£	£	£	£
Charitable activities	513,130	224,725	737,855	731,502
	513,130	224,725	737,855	731,502

Staff costs 2024 of £513,130 were made up of £465,881 of gross wages; £36,771 of Employer's National Insurance; and £10,478 of Employers Pension contributions.

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2024	2023
	£	£
Depreciation and amortisation	21,036	20,274
Accountancy - Independent examination	1,380	1,320

7. STAFF COSTS

	2024	2023
	£	£
The cost of employing staff, including trustees, was:		
Wages	513,130	520,389
	513,130	520,389

No employees received emoluments above £60,000.

Trustees received no remuneration during the year.
No Trustees received any reimbursement of expenses.

The average weekly number of employees during the period was:

	2024	2023
	No.	No.
Management and Directors	4	2
Administrative	14	18
	18	20

8. TANGIBLE FIXED ASSETS

	Leasehold Improvemnt £	Fixtures & Fittings £	Computer Equipment £	Motor Vehicles £	Total £
VALUE AT COST					
At 30th November 2023	84,457	50,323	45,177	7,895	187,852
Additions	34,317	8,993	10,368	-	53,678
Disposals	-	-	-	-	-
At 30th November 2024	118,774	59,316	55,545	7,895	241,530
AMORTISATION					
At 30th November 2023	25,123	33,615	37,061	7,895	103,694
Disposals		-	-	-	-
Charge for the period	9,436	6,797	4,803	-	21,036
At 30th November 2024	34,559	40,412	41,864	7,895	124,730
NET BOOK VALUE					
At 30th November 2024	84,215	18,904	13,681	-	116,800
At 30th November 2023	59,334	16,708	8,116	-	84,158

All fixed assets are used to further the charity's objectives.

9. DEBTORS

	2024 £	2023 £
Prepayments	11,949	12,198
	11,949	12,198

10. CREDITORS: Amounts falling due within one year

	2024 £	2023 £
Accruals		
Social Security costs	9,789	9,920
Workplace Pension Contributions	2,156	2,009
Lloyds Bank Multipay Corporate Card Account	1,568	2,038
Energy / Utilities	563	673
Telecoms / Broadband	1,244	-
Examination Fees	1,320	1,260
	16,640	15,900

11. RESTRICTED FUNDS

	B/Fwd 01/12/24	Income	Depn. / Expenses	Fund Transfers	C/Fwd 30/11/24
	£	£	£	£	£
Big Lottery – Chester & Cheshire West	66,375	154,312	(144,199)	-	76,488
PSS (UK) – NPS Interventions	75,396	285,558	(228,252)	-	132,702
Big Lottery – Cost of Living Flex Fund	-	68,878	(24,774)	-	44,104
Steve Morgan Foundation	-	28,792	(28,792)	-	-
Merseyside PCC–S Lamplugh Training	-	1,860	-	-	1,860
Merseyside PCC – Two Tier Disposals	6,666	-	(6,666)	-	-
Merseyside PCC – Victim Support Wirral	20,000	60,000	(47,500)	-	32,500
Merseyside PCC – Violence Reduction	4,167	-	(4,167)	-	-
Wirral BC – CEO Funding	-	27,500	(27,500)	-	-
Wirral BC – Substance Abuse Support	-	17,576	(17,576)	-	-
Wirral BC – Public Health Female Only	-	9,243	(9,243)	-	-
Wirral CVS – Step-up Fund	-	15,000	-	-	15,000
Wirral BC – Emergency Food Hampers	-	10,800	(10,800)	-	-
Wirral BC – TW Food Pantry	822	15,540	(16,362)	-	-
Cheshire PCC – EA Salary Support	13,217	30,000	(24,931)	-	18,286
Cheshire PCC – Chester Pilot Projects	6,660	-	(5,660)	-	1,000
Cheshire NHS –Mental Health Alliance	4,660	-	(4,660)	-	-
Cheshire & Wirral NHS – Mental Health	-	13,942	(13,942)	-	-
Cheshire& Wirral NHS - Transformation	-	13,260	(13,260)	-	-
Garfield Weston Foundation	-	30,000	(28,000)	-	2,000
SWIRE Charitable Trust	18,617	-	(18,617)	-	-
Cheshire Community Foundation	11,833	-	(9,381)	-	2,452
Cheshire Community Council	-	2,500	(2,500)	-	-
Cheshire West – Household Support	-	2,500	(1,453)	-	1,047
Fusion 21 Foundation	5,833	5,000	-	-	10,833
John Moores Foundation	6,666	-	(4,028)	-	2,638
Wates Family Enterprise Trust	-	4,775	(2,938)	-	1,837
New Beginnings	3,723	-	(2,915)	-	808
Community Foundation for Lancashire	4,720	-	(4,720)	-	-
29th May 1961 Charitable Trust	4,000	4,000	(4,000)	-	4,000
Laing Family Trust – Chester Shower	-	5,000	-	-	5,000
One Wirral CIC – IT Equipment	4,432	-	(2,417)	-	2,015
Abbeyfield Trust	15,533		(4,678)	-	10,855
Eleanor Rathbone Trust – Laundryroom	1,054	-	-	-	1,054
Eleanor Rathbone Trust – TYW Support		3,000	(3,000)	-	-
Magenta Living	-	8,300	(609)	-	7,691
Cheshire West Voluntary Action	143	-	(143)	-	-
Cheshire West Voluntary Action	875	1,500	(1,500)	-	875
Cheshire West VA – Cancer Awareness	-	2,000	(1,200)	-	800
Cheshire West VA – Household Support	-	1,500	(500)	-	1,000
Sanctuary Housing Association	804	-	(804)	-	-
The Clothworkers Foundation	-	4,000	(30)	-	3,970
D'Oyly Carte Charitable Trust	-	3,000	-	-	3,000
Groundwork UK – Garden Development	-	1,782	-	-	1,782
SafeLives – Natwest Circle Fund	-	4,000	(833)	-	3,167
Maximus Foundation	-	2,500	(500)	-	2,000
Merseyrail – Wellbeing sessions	-	500	(227)	-	273
NEA – Energy saving	-	500	(500)	-	-
	276,196	838,618	(723,777)	-	391,037

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds

Big Lottery – Tomorrow's Women In Cheshire
Big Lottery Community Fund awarded a grant of £472,191 over 3 years (September 2022 to August 2025), contributing to salaries and core costs for Chester and Cheshire West.

PSS (UK) – NPS Interventions
National Probation Service Women's Services Interventions contract for Merseyside and Cheshire West for a total of £1,081,563 over 5 years (June 2021 to March 2026), contributing to salary costs of full-time staff, rent, general running expenses, training, travel, admin services, and overheads.

Big Lottery – Cost of Living Flex Fund
Big Lottery Community Organisations Cost of Living Fund offered grants of £68,878 contributing to salary costs, rent, and operating expenses in community support for cost of living difficulties.

Steve Morgan Foundation
Steve Morgan Foundation grant of £28,792 per annum for five years (February 2023 to January 2028) for Chester Centre Management salary contribution.

Merseyside PCC – S Lamplugh Training
Merseyside PCC grant of £1,860 to cover training costs for one staff member for Suzy Lamplugh harassment and stalking awareness course.

Merseyside Police and Crime Commissioner – Two Tier Disposals
The Police & Crime Commissioner for Merseyside grant of £20,000 salary contribution to March 2024 for providing two-tier out of court disposal framework services.

Merseyside Police and Crime Commissioner – Victim Support Wirral
Merseyside PCC grant of £60,000 per annum for Empowerment Adviser and Counselling support for domestic abuse and sexual abuse victim support programmes April 2023 to March 2025.

Merseyside Police and Crime Commissioner – Violence Reduction Support
Merseyside PCC grant of £12,500 for one year (April 2023 to March 2024) support for violence reduction courses programme.

Wirral BC – CEO Funding
Wirral Borough Council grant of £30,000 per annum (April 2022 to March 2025) to CEO salary.

Wirral BC – Substance Abuse Support
Wirral Borough Council grant of £26,364 per annum for one year (April 2024 to March 2025) contribution to Empowerment Adviser salary for substance abuse support project.

Wirral BC – Public Health Female Only
Wirral borough Council grant of £27,729 per annum for one year (April 2023 to March 2024) for Empowerment Adviser salary contribution for female health support.

Wirral CVS – Step-up Fund
Wirral Council for Voluntary Service Step-up Fund grant of £15,000 for Domestic Abuse Support salary contributions.

Wirral BC – Emergency Food Hampers
Wirral Borough Council grant of £10,800 contribution for providing and distributing winter 2023/2024 food and household support.

Wirral BC – TW Food Pantry
Wirral Borough Council grant of £15,540 contribution towards TW's food pantry project 2024, supporting households with emergency supplies and budgeting services.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Cheshire PCC – EA Salary Support
Cheshire Police and Crime Commissioner grant of £30,000 per annum for Empowerment Adviser salary support and training (April 2023 to March 2025).

Cheshire PCC – Chester Pilot Projects
Cheshire Police and Crime Commissioner offered a grant of £20,000 in April 2023 for Domestic Abuse counselling support programmes in Cheshire West and Chester.

Cheshire NHS – Mental Health Alliance
Cheshire NHS grant of £18,640 for one year (March 2023 to February 2024) salary contribution for mental health support mentoring courses and activities.

Cheshire & Wirral Partnership NHS Foundation Trust– Mental Health Support
Cheshire & Wirral Partnership NHS Foundation Trust offered a grant of £13,942 supporting mental health support programmes.

Cheshire & Wirral Partnership NHS Foundation Trust
Cheshire & Wirral Partnership NHS Foundation Trust grant of £13,260 for mental health, wellbeing, and domestic abuse support courses (March to October 2024).

Garfield Weston Foundation
Garfield Weston Foundation offered a grant of £30,000 for running wrap around courses for early intervention, wellbeing, and holistic support.

SWIRE Charitable Trust
SWIRE Charitable Trust grant of £22,340 for one year (October 2023 to September 2024) supporting core costs of rent, utilities, and operating overheads.

Cheshire Community Foundation
Cheshire Community Foundation Unlocking Brighter Futures grant of £11,833 supporting Better Solutions courses focused on reducing re-offending.

Cheshire Community Council
Cheshire Community Council offered a £2,500 Welcoming Spaces grant to provide food and warmth support services.

Cheshire West – Household Support
Cheshire West Council offered a £2,500 grant for household and food costs support programmes.

Fusion 21 Foundation
Fusion 21 Foundation grant of £10,000 per annum for two years to June 2025 supporting development of on-line domestic abuse support courses.

John Moores Foundation
John Moores Foundation grant of £10,000 supporting Action on Street Health project.

Wates Family Enterprise Trust
Wates Family Enterprise Trust offered a grant of £4,775 supporting delivering and promoting training courses.

New Beginnings – Counselling for Women
New Beginnings grant (charity's closing reserves transfer) of £4,623 for wellbeing sessions, re-equipment of craft room and storage facilities.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Community Foundation for Lancashire
Community Foundation for Lancashire grant (Merseyside PCC Community Cashback Fund) of £4,720 supporting Action of Street Health project.

29th May 1961 Charitable Trust
29th May 1961 Charitable Trust grant of £4,000 per annum for 2 years supporting staff salary and training.

Laing Family Trust
Laing Family Trust offered a £5,000 grant to convert Chester centre toilet into a shower/wet room.

One Wirral CIC – IT Equipment
One Wirral CIC grant of £6,900 for IT Equipment and systems development.

Abbeyfield Trust
Abbeyfield Trust grant of £50,000 in December 2018 towards the cost of refurbishing the TW Inspiration Hall and catering facilities, public address system, lighting, and storage facilities.

Eleanor Rathbone Trust – Laundryroom Refurbishement
Eleanor Rathbone Trust grant of £3,000 in August 2019 as a contribution towards the cost of refurbishing and re-equipping the Wirral centre's laundry room and facilities.

Eleanor Rathbone Trust – TYW Support
Eleanor Rathbone Trust offered a £3,000 grant contribution to Tomorrow's Young Women project sessions.

Magenta Living
Magenta Living offered a grant of £8,300 for Wirral Centre's kitchens refurbishment.

Cheshire West Voluntary Action
Cheshire West Voluntary Action grant of £2,000 supporting Chester Household Support project for summer 2023, and grant of £1,000 for TW supporting Complex Lives mental health services research project.

Cheshire West Voluntary Action – Complex Lives
Cheshire West Voluntary Action offered a £1,500 grant in 2024 for mental health support.

Cheshire West Voluntary Action – Cancer Awareness
Cheshire West Voluntary Action offered a £2,000 grant for cancer awareness and prevention support sessions.

Cheshire West Voluntary Action – Complex Lives
Cheshire West Voluntary Action offered a £1,500 grant in 2024 for household support projects.

Sanctuary Housing Association
Sanctuary Housing Association offered a grant of £1,744 in 2023 supporting Chester Centre's garden development and VAWG awareness products.

The Clothworkers Foundation
The Clothworkers Foundation offered a grant of £4,000 for computer tablets supporting TW's on-line domestic abuse support courses.

D'Oyly Carte Charitable Trust
The D'Oyly Carte Charitable Trust offered a £3,000 grant contribution towards garden maintenance and development.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Groundwork UK Bupa Foundation
Groundwork UK Bupa Foundation Green Community Grant awarded of £1,782 towards TW's "Bloomin Marvellous" garden development project.

SafeLives – Natwest Circle Fund
SafeLives offered a grant of £2,000 per annum for 3 years (July 2024 to Dec 2026) for emergency crisis financial support.

Maximus Foundation
Maximus Foundation offered a grant of £2,500 contribution towards stalking and harassment courses and support.

Merseyrail
Merseyrail offered a grant of £500 supporting wellbeing sessions and equipment.

NEA National Energy Action
National Energy Action offered a grant of £500 promoting energy saving advice and support.

12. UNRESTRICTED FUNDS

	30/11/23	Income	Expenses	Fund Transfers	30/11/24
	£	£	£	£	£
Unrestricted Funds	543,871	149,024	(14,078)	-	678,817

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

13. TAXATION

The company is a Registered Charity and is not liable to U.K. Corporation Tax.

14. ANALYSIS OF NET ASSETS BETWEEN RESTRICTED AND UNRESTRICTED FUNDS

	Restricted	Unrestricted	Total
	£	£	£
2024			
Fixed assets	51,173	65,627	116,800
Net Current assets	339,864	613,190	953,054
Total 2024	391,037	678,817	1,069,854
2023			
Fixed assets	16,884	67,274	84,158
Net Current assets	259,312	476,597	735,909
Total 2023	276,196	543,871	820,067

15. RELATED PARTY TRANSACTIONS

During the year there were no related party transactions.
During the year, the Key Management Personnel were compensated £151,388.

16. POST BALANCE SHEET EVENTS

The Financial Statements were approved by the Board of Trustees on 25th July 2025.

17. COMPARATIVE OF THE STATEMENT OF FINANCIAL ACTIVITY (Prior Year)

	Restricted	Unrestricted	Total 2023
	£	£	£
INCOME			
Income from charitable activities			
Grants receivable	742,842	58,364	801,206
Other income			
Donations and legacies	-	32,082	32,082
Investment	-	8,746	8,746
TOTAL INCOME AND ENDOWMENTS	742,842	99,192	842,034
EXPENDITURE			
Expenditure on Charitable Activities	690,920	40,582	731,502
TOTAL EXPENDITURE	690,920	40,582	731,502
Net Income/(Expenditure)	51,922	58,610	110,532
Balances brought forward at 1st December 2022	224,274	485,261	709,535
Balances carried forward at 30th November 2023	276,196	543,871	820,067

TOMORROW'S WOMEN

England & Wales - Charity number 1148800

Accounts

TOMORROW'S WOMEN
(Previously known as Tomorrow's Women Wirral, a company Limited by Guarantee and not having a share capital)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30th NOVEMBER 2023

Registered Company No: 08039787 (England & Wales)
Registered Charity No: 1148800

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN
YEAR ENDED 30TH NOVEMBER 2023

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REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN
YEAR ENDED 30TH NOVEMBER 2023

Reference and Administration Details

Registered Charity Number:	1148800
Registered Company Number:	08039787
Principal office:	St Laurence's School, Beckwith Street East, Birkenhead, CH41 3JE
Independent Examiners:	McEwan Wallace Ltd, 6 Abbots Quay, Monks Ferry, Birkenhead, Wirral, CH41 5LH
Bankers	Unity Trust Bank, 9 Brindley Place, Birmingham, B1 2HB
Solicitors	Moorcroft's Solicitors, 30 Hamilton Square, Birkenhead, Wirral, CH41 6AZ
Trustees	Trustees who served during the year were: Mrs M Thompson – Chair Mr K V Sweeney – Treasurer Mrs F Flanagan Mrs S R Jones Mrs L Jones Mrs C M Little Mr C Lucan-Pratt Mr A Woodcock Ms T Hayes
Secretary:	Ms E Guerriero (1st December 2022 until July 2023) Mrs G McKinnon (Appointed July 2023)

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN
YEAR ENDED 30TH NOVEMBER 2023

Report of Directors and Trustees

The Trustees have pleasure in presenting their Annual Report and Accounts for the year ended 30th November 2023. This being Tomorrow's Women's 12th Anniversary year.

Public Benefit

When planning activities, the Trustees are mindful of the Charity Commission's guidelines on Public Benefit and have complied with the duty of the Charity in Section 17 (5) of the Charities Act 2011, Trustee declaration – Automatic disqualification rules changed by the Charities (Protection and Social Investment) Act 2016, and follows the new General Data Protection Regulation (GDPR) and Data Protection Act 2018.

The Charity's principal activity is to promote social inclusion for the public benefit by preventing women normally (though not exclusively) resident in Wirral and Cheshire West & Chester ("the Beneficiaries") from becoming socially excluded, relieving the needs of those Beneficiaries who are socially excluded, and assisting them to integrate into society. The Beneficiaries may have become socially excluded or be at risk of exclusion, because of one or more of the following factors: unemployment, financial hardship, substance abuse or dependency including alcohol and drugs, poor educational or skills attainment, crime (either as a victim of crime or as an offender rehabilitating into society), poor health mentally or physically, domestic abuse, relationship or family breakdown.

The Charity promotes for the public benefit the education and rehabilitation of Beneficiaries who have been subject to a criminal charge and have suffered a restriction of liberty in the community or in a penal or correctional institution in such ways as the Trustees think fit, including the following: the provision of counselling and support, providing or arranging access to training and education, and advancing the health, safety and psychological well-being of the Beneficiaries.

The Charity also promotes for the public benefit the education of the Beneficiaries, in such ways as the Trustees think fit including: arranging and co-ordinating the delivery of educational programmes, providing or arranging access to training and education and facilities for education, and the development of the Beneficiaries' individual capabilities, competences, skills and understanding in subjects of educational value.

Mission, Aims, Objectives and Activities

Mission - To deliver a comprehensive, women centred approach to minimising female imprisonment, offending and disadvantaged life experiences

Purposes and Aims

Our Charity's purpose is to deliver a comprehensive, women-centred approach to minimising female imprisonment and offending. We aim to do this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources.

Ensuring our work delivers our aims

Aims, objectives and activities are reviewed annually, considering both quantitative and qualitative data, plus known outcomes. The review assists in ensuring our aim, objectives and activities remain focused on our stated purposes.

The focus of our work

Our main objectives for the year were to continue to develop and provide a comprehensive woman centred approach to minimising female imprisonment and offending through providing support and utilising community services within Tomorrow's Women (TW).

Strategies used to meet these objectives included:

Implementing and sustaining integrated local partnerships to provide additional support and educational services for the benefit of women.

Provide a comfortable, supportive, safe learning environment for women during the day.

Who Used and Benefitted From Our Services?

TW is designed to benefit all adult women in the community wanting to make positive lifestyle choices and changes, not just women involved in or on the periphery of the Criminal Justice System. This also includes student placements from local universities, and wonderful volunteers. However, TW has at its heart, a commitment to reduce female imprisonment, female offending and provide support and assistance to those women who are in recovery. Research indicates that whilst drug and alcohol play a part in all offending, it is significantly more so with women.

'Tomorrow's Young Women' (TYW) has continued to run at our Wirral site. This project closes a gap in provision for young women aged 14 to 17 years. Funded by Merseyside Police (Violence Reduction Unit) a virtual launch took place in 2020 due to Covid, but we were delighted to hold a face-to-face launch in September 2021. During this year, 31 TYW engaged with the Programme.

TW offers space in which staff and partners can work with women who may have multiple complex problems, to make best use of resources. Up to November 2023 TW was engaging with over 253 different partners and agencies. The Probation Service have a dedicated team of Offender Managers who are hosted on the premises, who supervise females subject to Community Orders and Licence Conditions. The Probation Service statistics continue to indicate a very positive improvement in compliance with court orders. TW Empowerment Advisers (EAs) are the cornerstones of the success and compliance rates of these women.

Attendance and Referrals

Following Covid we were able to change back from our crisis & outreach model to in-house groups. Since then, referrals have continued to grow due to desperate need of women who required support during the period. Referrals have continued to be received from a myriad of sources (e.g., GP's, Hospitals, Social Care, Family Support Groups, Health Clinics, Police, Churches, Schools, and Self-Referrals etc.). Over this annual period there have been a total of 1,889 new referrals with 1,289 for Wirral and 600 for Chester. This high figure indicates the need for provision.

Courses, Programmes and Opportunities

Core Programme deliveries are designed to address the recognised criminogenic factors as below: -

Attitudes
Thinking and Behaviours
Education, Employment and Training
Relationships
Drug and Alcohol
Accommodation
Finance
Emotional Wellbeing
Lifestyle and Associates
Health and other factors

We have repackaged the way in which we deliver the programmes and interventions to accommodate the individual learning styles of the women and in recognition of their life experiences which are frequently characterised by negative experiences at school, poor self-image and low self-esteem. See below for numbers of attendances.
TW acknowledges the positive impact that women who have no offending history can have upon others, so they are also fully integrated within TW delivery.

Physical Health & Wellbeing
Sexual Health Nurse – 25
Hep C Testing – 9
Boxercise, Zumba, Legs Bums & Tums, Belly Dancing – 639
Eating Disorder Group – 9
Menopause – 7
Total: 689

Personal Social & Skills update
Stitch in Time – 481
Crochet & Chat – 51
Community Connectors – 60
Creative Group – 110
Jam Session – 175
Reading Group – 96
Garden and Horta Project – 127
Planting & Propagating – 9
Floristry – 178
Massage – 19
Driving Theory -6
Total: 1,312

Other
Police Drop in – 90
Connectors – 59
Dial North West DWP – 29
Solicitor Drop in – 379
Total: 557

Domestic Abuse
Understanding DA – 58
DA Awareness – 17
Finding Me – 261
Total: 336

Alcohol & Drug
Positive women around substance misuse – 275
Alcohol & Me – 99
Relapse Prevention – 130
Support Group Monday – 102
Support Group Friday – 95
Stepwise Programme – 74
Total: 775

Employment & Education
ESOL – 181
Mentoring Course – 13
L1 Preparing to work in schools – 48
Step into the NHS – 12
Maths & English Skills – 59
Nail Course Introduction – 100
Job Centre Plus – 26
Total: 439

Parenting
Happy Healthy Homes – 15
Positive Parenting – 5
Children & Young People's Mental Health – 63
Advocacy – 22
Neurodiversity – 33
Total: 138

Women who have completed and received certificates in the following:
Counselling and mentoring –
L2 Counselling – 23
L3 Counselling – 170
L2 Mentoring & Mental Health – 108
Criminology – 54
L2 Safety & Prevent – 68
L2 Understanding Tenant Support – 79
Psychology – 27
L2 Counselling – 62
Sign Language – 13
ESOL – 295
Small Changes Big Impact – 55
L1 Mental Health Awareness – 14
L2 Mental Health Awareness – 24
Maths & English – 60

Nail course – 95
L1 Hair – 127
Forensics – 96
Total: 1,370

Budgeting and Money
CAP – 33
CAB Gambling & Money – 29
Money Management – 7
Thrift Course – 8
Budget Free Cooking – 9
Total: 86

Mental Health
Mindfulness – 28
Red to Pink Anger Management – 136
Better Solutions – 273
A More Confident You – 83
Wellbeing & Me – 205
Yoga – 213
L2 Mental Health – 55
Crystal Sound Healing – 63
Sounds Mindfulness – 27
Guided Meditation – 27
Laughter Therapy – 13
Emotional Resilience – 9
Horta & Help in our garden – 139
Japanese Silk Painting – 88
Confidence Masterclass – 11
A Taste of 2 Cities – 36
Feeling Empowered in your Body – 10
Personal Safety – 4
Talking Therapies NHS – 27
Observational Drawing – 7
Confidence Masterclass – 11
Understanding Trauma – 35
Creative Writing – 93
Lino Painting – 31
Creative Image Making – 20
A More Confident You – 57
Glass Painting – 71
Creating a Mindfulness Journal – 10
Mindfulness – 109
Creative Wellbeing – 26
Confidence With Make up – 18
Body image – 14
Stress Awareness – 14
Total: 1,963

Ash Project - Action on Street Health
Our unique design model continues to attract attention by giving support to the local community. One example is TW ASH – a Sex Workers Outreach Project (funded by Merseyside Police and their Community Cash Back Fund).
Funding has continued this year to enable TW to continue running a mini-van offering on street, non-judgemental advice, guidance, and assistance.

TW Staff go out on Outreach once weekly, Tuesday night.
Staff have delivered 76 Hours of Outreach support and have engaged with approximately 24 sex workers.

Events 01.12.2022 – 30.11.2023

TW held a number of fantastic events at both Wirral and Chester centres including International Women's Day (Wirral centre only). Both Wirral and Chester centres held Violence Against Women & Girls (VAWG) events which were well attended and welcomed a variety of fantastic speakers, performances and activities in order to add an interactive element. Our Wirral centre celebrated the Christmas festivities with a party, Christmas meal and a breakfast on Christmas Day morning. Our Wirral centre also held a successful charity fundraising Summer fair which raised over £1,500.

Progress to Date

TW in partnership with Merseyside Police offer Out of Court Disposals (OOCDs). OOCDs are responses to crime that the police can administer locally without having to take the matter to court.
The main adult disposals are:

Simple Cautions,
Conditional Cautions,
Penalty Notices for Disorder (PNDs),
Cannabis and Khat warnings
Community Resolutions.

These disposals are a valuable tool for the Police when tackling low-level crime and can represent a proportionate and effective response to offending. TW receives referrals from Merseyside Police for Conditional Cautions and Community Resolutions. For the year Dec 2022 - Nov 2023 TW received 158 referrals with 99 compliance and completion.

In Partnership with HMPPS, The Probation Service are based within our Wirral Centre. This gives Courts a sentencing option for Wirral Magistrates, and also Liverpool and Chester Crown Courts and beyond, which is designed to assist in diverting women from custody. All aspects required for Rehabilitation Activity Requirements (RARs) completion is carried out at TW to complement the work of Probation staff. This allows all women to integrate with other females within the safe confines of our TW Charity to learn and share experiences to avoid offending/reoffending.

The RARs provide a series of targeted interventions which are tailored to the individual female's needs through a multi- agency, multi- disciplinary, problem-solving approach to:

- Address reasons for offending.
- Reduce the risk of re-offending and break the cycle of female offending.
- Improve compliance with Orders and facilitate engagement with agencies; and tackle the problem of intergenerational crime.

The typical profile of women within our target group is that they have multiple complex problems. Research shows that the women will probably have experienced between four and six of the following and will often have had negative experiences with agencies making them reluctant to seek help despite the magnitude of their problems.

- Low self-esteem and self-worth
- Social exclusion/isolation
- Poor anger control and parenting skills
- Violence/abuse
- Traumatised behaviour
- Alcohol/drug misuse
- History of being exploited.
- Poor housing
- Lack of skills
- Massive experience of loss.
- Lack of opportunities for training and or employment

Strategic Targets

Strategic Targets for 2023

- Continue with new site in Cheshire West and Chester area and continue recruiting.
  - Achieved.

- Ensure all staff for both Chester and Wirral are fully trained for their roles. E.g. IDVA & ISVA training for Empowerment Advisors, as well as PTLLS Qualifications.
  - Ongoing to ensure staff's knowledge is kept up to date.

- Ensure all new Staff are aware of Aims & Objects, Vision & Values of Tomorrow's Women.
  - Achieved and ongoing.

- Continue the partnership with Wirral Met College for a hair salon for training purposes.
  - Ongoing with salon due to be completed in 2024.

- Co-location for the National Probation Services in TW Chester Centre.
  - Achieved.

- A Funded Gardening Project to support the maintenance of the RHS Award-winning Garden.
  - Funding received and continues to develop – Awarded RHS "Outstanding".

Strategic Targets for 2024

- Continue partnership with Wirral Met College, with the opening of a Hair Salon for training purposes.

- Ensure all staff for both Chester and Wirral site are fully trained, as well as volunteers. E.g. IDVA & ISVA Training for Empowerment Advisors, as well as PTLLS Qualifications.

- Continue with Community Gardening Project to support the maintenance of the RHS Award-winning Garden.

- Continue with innovative work to create new fundraising streams and opportunities. E.g. Easyfundraising, and Wills and legacy fundraising.

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN
YEAR ENDED 30TH NOVEMBER 2023

Structure Governance and Management

Organisational Structure

The Board of Trustees, which has members from a variety of relevant backgrounds, held six virtual meetings and are responsible for the strategic direction and policy of TW.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rests with the Chief Executive Officer. The Chief Executive Officer overseen by the Chair of Trustees are responsible for ensuring that TW delivers the services specified and that key performance indicators are met.

Financial Review

Total income for the year amounted to £842,034, with an annual net surplus recorded of £ 110,532.
The charity aims to utilise reserves and maximise income in 2023/2024 thereby continuing to provide its excellent service.

Reserves Policy

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity, at a minimum level which equates to approximately three months of expenditure, to ensure that the charity can continue to operate should difficulties in receiving income occur in the short term. As expenditure in 2023/24 is projected to be at an increased level to 2022/23 at £820,000 given the increase in staff and operating costs, (2023: £731,502, see SOFA page 15, Total Expenditure), this would equate to c. £205,000.

Actual unrestricted reserves held at the year-end amounted to £543,871 (see Note 12), £67,274 of which was tied up in fixed assets (see Note 14) leaving £476,597 free to use. This equates to approximately 7 months of predicted 2023/24 expenditure.

The Trustees consider that these overall reserves provide sufficient funds to cover management and administration support costs for the minimum period, and aim to maintain the reserves at these levels for the foreseeable future and seek to ensure a greater proportion of these reserves are held in liquid form going forward. They aim to continue examining potential further partnerships which are deemed to be beneficial to the women.

Trustees Responsibilities in relation to Financial Statements

Trustees are responsible for preparing the financial statements led by the Treasurer in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice.

Company Law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit of the Charity for the period.

In preparing the statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Centre will continue in business.

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

Signed on behalf of the Board:

Mrs M Thompson
Chair Tomorrow's Women
Date 14th July 2024

Independent Examiner's Report to the Trustees of Tomorrow's Women

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2023.

Responsibilities and basis of report

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

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

Independent examinator statement

Since the Company's gross income exceeded £250,000 your examinator 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 if 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 reason to believe:

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

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

K Billington

Kris Billington FCA FPC
McEwan Wallace Chartered Accountants
6 Abbots Quay
Monks Ferry
Birkenhead
Wirral
CH41 5LH
Date: 2nd August 2024

TOMORROW'S WOMEN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30TH NOVEMBER 2023

	Notes	2023	2022
		£	£
INCOME			
Donations	2	32,082	21,059
Grants receivable	3	801,206	702,798
		833,288	723,857
EXPENDITURE			
Charitable activities		730,182	538,555
Governance costs		1,320	1,200
	4	(731,502)	(539,755)
SURPLUS / (DEFICIT) ON ORDINARY ACTIVITIES		101,786	184,102
Other interest receivable and similar income		8,746	3,571
NET SURPLUS ON ORDINARY ACTIVITIES		110,532	187,673

No activities were discontinued during the year.

TOMORROW'S WOMEN
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH NOVEMBER 2023

	Notes	Restricted	Unrestricted	2023	2022
				Total	Total
		£	£	£	£
INCOME AND ENDOWMENTS					
Income from charitable activities:					
Grants receivable	3	742,842	58,364	801,206	702,798
Other income					
Donations and legacies	2	-	32,082	32,082	21,059
Investment		-	8,746	8,746	3,571
Total Income and Endowments		742,842	99,192	842,034	727,428
EXPENDITURE					
Expenditure on charitable activities	4	690,920	40,582	731,502	539,755
TOTAL EXPENDITURE		690,920	40,582	731,502	539,755
Net movement in funds		51,922	58,610	110,532	187,673
Balances brought forward at 1st December 2022		224,274	485,261	709,535	521,862
Balances carried forward at 30th November 2023		276,196	543,871	820,067	709,535

TOMORROW'S WOMEN (Company Number 08039787) (Charity Number 1148800)
BALANCE SHEET
AS AT 30TH NOVEMBER 2023

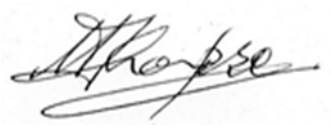
	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible assets	8		84,158		89,422
CURRENT ASSETS					
Debtors	9	12,198		404	
Cash at bank and in hand		739,611		639,784	
TOTAL CURRENT ASSETS		751,809		640,188	
CREDITORS: Amounts falling due within one year	10	(15,900)		(20,075)	
NET CURRENT ASSETS / (LIABILITIES)			735,909		620,113
TOTAL ASSETS LESS CURRENT LIABILITIES			820,067		709,535
NET ASSETS			820,067		709,535
FUNDS					
Unrestricted funds	12		543,871		485,261
Restricted funds	11		276,196		224,274
			820,067		709,535

For the year ending 30th November 2023 the charitable company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with Section 476 of the Companies Act 2006. The directors/trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard 102 Section 1A

Approved by the board on 14th July 2024 and were signed on its behalf by:



Mrs M Thompson
Chair – Tomorrow's Women

TOMORROW'S WOMEN
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30TH NOVEMBER 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	114,837	210,693
Net cash from operating activities		114,837	210,693
Cash flows from investing activities			
Purchase of tangible assets		(15,010)	(69,318)
Net cash used in investing activities		(15,010)	(69,318)
Increase/(decrease) in cash and cash equivalents		99,827	141,375
Cash and cash equivalents at beginning of year	2	639,784	498,409
Cash and cash equivalents at end of year	2	739,611	639,784

1. RECONCILIATION OF SURPLUS TO CASH GENEREATED FROM OPERATIONS

	2023 £	2022 £
Net income/(expenditure)	110,532	187,673
Depreciation	20,274	15,698
	130,806	203,371
(Increase)/Decrease in debtors	(11,794)	(41)
Increase/(Decrease) in creditors	(4,175)	7,363
Cash generated from operations	114,837	210,693

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 30 November 2023

	2023 £	2022 £
Cash and cash equivalents	739,611	639,784

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, and the Companies Act 2006. The Financial statements, incorporating a Statement of Financial Activities, have been prepared in accordance with Statement of Recommended Practice SORP FRS 102 – "Accounting and Reporting by Charities."

The financial statements have been prepared as a going concern and will continue to for at least twelve months after the signing of the accounts.

b) Statutory information

The organisation is a registered Charity and a company limited by guarantee, registered in England and Wales. The liability in respect of the guarantee as set out in the memorandum is limited to £1 per member of the company. The company's registered number; charity registered number and registered office can be found on the 'Reference and administration details' on page 2.

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

c) Income

Intangible income, which comprises donated services, is included in income at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Gifts in kind comprised of assets, repairs, stationery and utilities donated for the use of the Charity are included at valuation and recognised as income in the year they are receivable.

Income from grants, donations and other income is included when receivable.

d) Expenditure

The cost headings comprise expenditure, including staff costs, directly attributable to the organisation's activity. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of the resources.

- Generating funds include the costs incurred in order to hold fundraising events.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services.

e) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the organisation.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

All income and expenditure is shown in the Statement of Financial Activities.

The nature and purpose of each fund is fully explained in notes 11 and 12.

f) Income and expenditure

All income and expenditure is accounted for on the accruals basis.

g) Significant judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future.

The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below;

When an asset is purchased it is categorised into an asset class, the depreciation policy of each class estimates the economic life of all assets within the class. The depreciation policy of each asset class is determined by management and reviewed regularly for appropriateness. The depreciation policy adopted is based on historical experience as well as considering the future events which may impact the useful economic life of all assets within each class, such as changes in market demands.

h) Fixed assets

Depreciation is calculated to write off the cost or valuation, less estimated residual values, of tangible fixed assets over their estimated useful lives to the charity. The annual depreciation rates and methods are as follows:

Leasehold improvements	- 10% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost
Motor Vehicles	- 33% on cost

Assets are carried in the balance sheet at written down historical cost.

Gifted assets are capitalised if valued over £250 at the point of receipt.

Impairment reviews are carried out on assets where an indication is given that the recoverable amount is below the net book value. No assets have been subject to impairment to date.

i) Financial instruments

The following assets and liabilities are classified as financial instruments: prepayments, accruals, and other creditors.

Financial assets and liabilities that are measured at amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss in recognised in the Statement of Financial Activities, and the historic cost is included in the notes to the accounts.

VOLUNTARY INCOME

	Restricted 2023 £	**Unrestricted 2023 £**	**Total 2023 £**	**Total 2022 £**
Donations & appeals	-	32,082	32,082	21,059
	-	32,082	32,082	21,059

3. GRANTS RECEIVABLE

	Restricted 2023	Unrestricted 2023	Total 2023	Total 2022
	£	£	£	£
Big Lottery – Chester & Cheshire	160,274	-	160,274	40,612
PSS (UK) – NPS Interventions	211,874	-	211.874	167,241
Steve Morgan Foundation	40,987	-	40,987	25,490
Merseyside PCC - Stonehaven	-	-	-	49,356
Merseyside PCC – Two Tier Disp.	20,000	-	20,000	20,000
Merseyside PCC – Victim Support	60,000	-	60,000	60,000
Merseyside PCC – Violence Reduct	12,500	-	12,500	-
Calders/NOMS Probation Service	-	25,479	25,479	33,972
Wirral BC – CEO Funding	40,000	-	40,000	17,500
Wirral BC – Critical Support Fund	-	-	-	43,429
Wirral BC – Domestic Abuse Fund	16,175	-	16,175	17,207
Wirral BC – DA Perpetrator Fund	-	-	-	39,354
Wirral BC – Emergency Hampers	13,661	-	13,661	3,875
Wirral BC – TW Food Pantry	9,305	-	9,305	8,710
Wirral BC – Knife Angel Event	-	-	-	500
MOJ Women's Community Sector	-	-	-	69,720
Cheshire PCC – Chester Projects	20,000	-	20,000	-
Cheshire PCC – EA Salary Support	30,000	-	30,000	-
Cheshire NHS – Mental Health	18,640	-	18,640	22,330
Cheshire NHS – Multiply Courses	5,450	-	5,450	-
Cheshire NHS – SMH Transform	4,466	-	4,466	-
Lloyds Bank Foundation	-	27,250	27,250	-
SWIRE Charitable Trust	22,340	-	22,340	-
Cheshire Community Foundation	11,833	-	11,833	-
Fusion 21 Foundation	10,000	-	10,000	-
John Moores Foundation	10,000	-	10,000	-
JJ Charitable Trust	5,000	-	5,000	-
New Beginnings	4,623	-	4,623	-
ESF / Women's Organisation	-	-	-	23,766
Magenta Living	-	-	-	21,200
Big Lottery Awards for All	-	-	-	9,996
One Wirral CIC – IT Equipment	-	-	-	6,900
Unilever	-	-	-	5,000
Community Foundation Lancashire	4,720	-	4,720	-
Learning Foundry – Kickstart	-	-	-	5,750
Women In Prison	-	-	-	3,000
RHS – Horta Project	-	-	-	2,996
HMPPS – Probation Service UPW	-	-	-	1,650
Other Grants (below £5,000)	10,994	5,635	16,629	3,244
	742,842	58,364	801,206	702,798

4. RESOURCES EXPENDED - CHARITABLE ACTIVITIES

	Restricted	Unrestricted	Total 2023	Total 2022
	£	£	£	£
Staff costs	512,084	8,305	520,389	394,668
Rent	61.995	-	61,995	50,689
Room Hire (Chester & Cheshire)	780	-	780	4,610
Energy & Utilities (Chester)	5,283	6,589	11,872	1,288
Training	12,489	-	12,489	2,208
Leasehold improvements deprec'n	4,678	3,768	8,446	3,762
Computer equipment depreciation	2,417	3,192	5,609	8,382
Fixtures and fittings depreciation	184	6,035	6,219	3,554
Computer & IT	17,889	-	17,889	14,657
Telephones and Communications	2,500	752	3,252	2,932
Postage and stationery	3,000	862	3,862	1,983
Travel and subsistence	2,000	1,417	3,417	1.024
Repairs and renewals	3,500	460	3,960	2,459
Sundry expenses	7,912	6,085	13,997	7,928
Bank charges and interest payable	-	220	220	190
Insurance	5,000	48	5,048	2,792
Agents & Legal fees – Chester Ctr	-	-	-	4,862
Subscriptions	-	1,130	1,130	647
Waste Disposal / Collection	2,000	399	2,399	2,007
Contract Cleaner	3,707	-	3,707	1,607
ASH Project (excluding salaries)	4,362	-	4,362	2,046
On-line DA Courses Project	9,170	-	9,170	-
Counselling Fees – TYW	4,263	-	4,263	2,850
WRAP Project	2,975	-	2,975	775
TW Salon Project	1,500	-	1,500	-
Course Fees – Loan Shark project	-	-	-	880
Covid-19 Fund Projects	-	-	-	3,287
Website Development & Upgrade	-	-	-	882
Horta Garden Project (ex salaries)	8	-	8	1.968
ESF Directions Project	-	-	-	6,875
Chester Household Fund	1,857	-	1,857	-
Chester Sanctuary Garden	940	-	940	-
Wirral Household Fund - WHF	114	-	114	900
TWW Pantry Project	17,413	-	17,413	5,843
New Beginnings - Craft Room	900	-	900	-
Independent examination	-	1,320	1,320	1,200
	690,920	40,582	731,502	539,755

5. SUPPORT COSTS

	Staff Costs	Other Costs	Total 2023	Total 2022
	£	£	£	£
Charitable activities	520,389	211,113	731,502	539,755
	520,389	211,113	731,502	539,755

Staff costs 2023 of £520,389 were made up of £474,465 of gross wages; £35,989 of Employer's National Insurance; and £9,935 of Employers Pension contributions.

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2023	2022
	£	£
Depreciation and amortisation	20,274	15,698
Accountancy - Independent examination	1,320	1,200

7. STAFF COSTS

	2023	2022
	£	£
The cost of employing staff, including trustees, was:		
Wages	520,389	394,668
	520,389	394,668

No employees received emoluments above £60,000.

Trustees received no remuneration during the year.
No Trustees received any reimbursement of expenses.

The average weekly number of employees during the period was:

	2023	2022
	No.	No.
Management and directors	2	3
Administrative	18	12
	20	15

8. TANGIBLE FIXED ASSETS

	Leasehold Improvemnt £	Fixtures & Fittings £	Computer Equipment £	Motor Vehicles £	Total £
VALUE AT COST					
At 30th November 2022	84,457	39,593	40,897	7,895	172,842
Additions	-	10,730	4,280	-	15,010
Disposals	-	-	-	-	-
At 30th November 2023	84,457	50,323	45,177	7,895	187,852
AMORTISATION					
At 30th November 2022	16,677	27,396	31,452	7,895	83,420
Disposals		-	-	-	-
Charge for the period	8,446	6,219	5,609	-	20,274
At 30th November 2023	25,123	33,615	37,061	7,895	103,694
NET BOOK VALUE					
At 30th November 2023	59,334	16,708	8,116	-	84,158
At 30th November 2022	67,780	12,197	9,445	-	89,422

All fixed assets are used to further the charity's objectives.

9. DEBTORS

	2023 £	2022 £
Prepayments	12,198	404
	12,198	404

10. CREDITORS: Amounts falling due within one year

	2023 £	2022 £
Accruals		
Social Security costs	9,920	8,793
Workplace Pension Contributions	2,009	1,699
Rent Lease Renewal Adjustment Provision	-	8,270
Energy / Utilities	673	-
Lloyds Bank Multi-Pay Corporate Card Account	2,038	113
Examination Fees	1,260	1,200
	15,900	20,075

11. RESTRICTED FUNDS

	B/Fwd 01/12/22	Income	Depn. / Expenses	Fund Transfers	C/Fwd 30/11/23
	£	£	£	£	£
Big Lottery – Chester & Cheshire West	26,140	160,274	(120,039)	-	66,375
PSS (UK) – NPS Interventions	85,396	211,874	(221,874)	-	75,396
Steve Morgan Foundation	-	40,987	(40,987)	-	-
Merseyside PCC – Stonehaven 3	16,453	-	(16,453)	-	-
Merseyside PCC – Two Tier Disposals	-	20,000	(13,334)	-	6.666
Merseyside PCC – Victim Support Wirral	20,000	60,000	(60,000)	-	20,000
Merseyside PCC – Violence Reduction	-	12,500	(8,333)	-	4,167
Wirral BC – CEO Funding	-	40,000	(40,000)	-	-
Wirral BC – Critical Support Fund	18,875	-	(18,875)	-	-
Wirral BC – Public Health Female Only	-	16,175	(16,175)	-	-
Wirral BC – DA Victim Support	5,736	-	(5,736)	-	-
Wirral BC – DA Perpetrator Support	6,939	-	(6,939)	-	-
Wirral BC – Emergency Food Hampers	-	13,661	(13,661)	-	-
Wirral BC – TW Food Pantry	483	8,505	(8,166)	-	822
Wirral BC – Cost of Living Support	-	800	(800)	-	-
Cheshire PCC – EA Salary Support	-	30,000	(16,783)	-	13,217
Cheshire PCC – Chester Pilot Projects	-	20,000	(13,340)	-	6,660
Cheshire NHS –Mental Health Alliance	-	18,640	(13,980)	-	4,660
Cheshire NHS – Multiply Grant	-	5,450	(5,450)	-	-
Cheshire NHS – SMH Transformation	-	4,466	(4,466)	-	-
SWIRE Charitable Trust	-	22,340	(3,723)	-	18,617
Cheshire Community Foundation	-	11,833	-	-	11,833
Fusion 21 Foundation	-	10,000	(4,167)	-	5,833
John Moores Foundation	-	10,000	(3,334)	-	6,666
JJ Charitable Trust	-	5,000	(5,000)	-	-
New Beginnings	-	4,623	(900)	-	3,723
Community Foundation for Lancashire	-	4,720	-	-	4,720
29th May 1961 Charitable Trust	-	4,000	-	-	4,000
One Wirral CIC – IT Equipment	6,849	-	(2,417)	-	4,432
Abbeyfield Trust	21,555		(6,022)	-	15,533
Rathbone Trust	1,238	-	(184)	-	1,054
Magenta Living	13,333	-	(13,333)	-	-
Big Lottery Awards for All - Horta	463		(463)	-	-
RHS – Horta Garden Project	814	-	(814)	-	-
City of Liverpool – Eurovision 2023	-	2,000	(2,000)	-	-
Cheshire West Voluntary Action	-	2,000	(1,857)	-	143
Cheshire West Voluntary Action	-	1,000	(125)	-	875
Sanctuary Housing Association	-	1,744	(940)	-	804
Morecrofts	-	250	(250)	-	-
	224,274	742,842	(690,920)	-	276,196

Purposes of restricted funds

Big Lottery – Tomorrow's Women In Cheshire
Big Lottery Community Fund awarded a grant of £472,191 over 3 years (September 2022 to August 2025), contributing to salaries and core costs for Chester and Cheshire West.

PSS (UK) – NPS Interventions
National Probation Service Women's Services Interventions contract for Merseyside and Cheshire West for a total of £1,081,563 over 5 years (June 2021 to March 2026), contributing to salary costs of full-time staff, rent, general running expenses, training, travel, admin services, and overheads.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Steve Morgan Foundation
Steve Morgan Foundation grant of £25,490 per annum (Aug 2021 to July 2023) salary contribution to Empowerment Advisor for domestic abuse support, and a grant for £28,792 per annum for five years (February 2023 to January 2028) for Chester Centre Management salary contribution.

Merseyside Police and Crime Commissioner - Stonehaven
Merseyside PCC grants of £40,000 (part 1: 2020), £41,004 (part 2: 2021), and £49,356 (part 3 2022 to March 2023) under the Operation Stonehaven Programme, towards salaries and expenses for the Tomorrow's Young Women project.

Merseyside Police and Crime Commissioner – Two Tier Disposals
The Police & Crime Commissioner for Merseyside grant of £20,000 salary contribution to March 2024 for providing two-tier out of court disposal framework services.

Merseyside Police and Crime Commissioner – Victim Support Wirral
Merseyside PCC grant of £60,000 per annum for Empowerment Advisor and Counselling support for domestic abuse and sexual abuse victim support programmes April 2023 to March 2025.

Merseyside Police and Crime Commissioner – Violence Reduction Support
Merseyside PCC grant of £12,500 for one year (April 2023 to March 2024) support for violence reduction courses programme.

Wirral BC – CEO Funding
Wirral Borough Council grant of £30,000 per annum (April 2022 to March 2025) to CEO salary.

Wirral BC – Critical Support Fund
Wirral Borough Council grant of £43,429 for Empowerment Advisor salary contribution of £20,929 (August 2021 to July 2022), plus £22,500 for domestic abuse counselling.

Wirral BC – Public Health Female Only
Wirral borough Council grant of £27,729 per annum for one year (April 2023 to Match 2024) for Empowerment Advisor salary contribution for female health support.

Wirral Borough Council – Domestic Abuse Victim Support
Wirral Borough Council grants of £9,583.87 and £7,622.55 for domestic abuse victim and perpetrator support to March 2023.

Wirral Borough Council – Domestic Abuse Perpetrator Support
Wirral Borough Council grants towards Empowerment Advisor salaries for "change in me" programmes of £5,204 to March 2022, £13,333 to July 2022, and £20,817 to March 2023.

Wirral BC – Emergency Food Hampers
Wirral Borough Council grant of £13,661 contribution for providing and distributing winter 2022/2023 food and household support.

Wirral BC – TW Food Pantry
Wirral Borough Council grant of £8,810 contribution towards TW's food pantry project 2022, and an additional £8,505 for 2023.

Wirral BC – Cost of Living Support
Wirral Borough Council grant of £800 towards costs of cost of living support event.

Cheshire PCC – EA Salary Support
Cheshire Police and Crime Commissioner grant of £30,000 for Empowerment Officer salary support and training for one year (April 2023 to March 2024).

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Cheshire PCC – Chester Pilot Projects
Cheshire Police and Crime Commissioner grant of £20,000 (April 2023 to March 2024) for Domestic Abuse counselling support programmes in Cheshire West and Chester.

Cheshire NHS – Mental Health Alliance
Cheshire NHS grant of £18,640 for one year (March 2023 to February 2024) salary contribution for mental health support mentoring courses and activities.

Cheshire NHS – Multiply
Cheshire NHS grant of £5,450 supporting money management courses at Chester.

Cheshire NHS – SMH Transformation
Cheshire NHS grant of £4,466 for two months support (January and February 2023) supporting Specialist Mental Health courses at Chester.

SWIRE Charitable Trust
SWIRE Charitable Trust grant of £22,340 for one year (October 2023 to September 2024) supporting core costs of rent, utilities, and operating overheads.

Cheshire Community Foundation
Cheshire Community Foundation Unlocking Brighter Futures grant of £11,833 supporting Better Solutions courses focused on reducing re-offending.

Fusion 21 Foundation
Fusion 21 Foundation grant of £10,000 per annum for two years to June 2025 supporting development of on-line domestic abuse support courses.

John Moores Foundation
John Moores Foundation grant of £10,000 for one year (August 2023 to July 224) supporting Action on Street Health project.

JJ Charitable Trust
JJ Charitable Trust grant of £5,000 supporting core costs.

New Beginnings – Counselling for Women
New Beginnings grant (charity's closing reserves transfer) of £4,623 for wellbeing sessions, re-equipment of craft room and storage facilities.

Community Foundation for Lancashire
Community Foundation for Lancashire grant (Merseyside PCC Community Cashback Fund) of £4,720 supporting Action of Street Health project.

29th May 1961 Charitable Trust#
29th May 1961 Charitable Trust grant of £4,000 supporting staff salary and training.

One Wirral CIC – IT Equipment
One Wirral CIC grant of £6,900 for IT Equipment and systems development.

Abbeyfield Trust
Abbeyfield Trust grant of £50,000 in December 2018 towards the cost of refurbishing the TWW Inspiration Hall and catering facilities, public address system, lighting, and storage facilities.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Rathbone Trust
Rathbone Trust grant of £3,000 in August 2019 as a contribution towards the cost of refurbishing and re-equipping the centre's laundry room and facilities.

Magenta Living
Magenta Living offered a grant of £21,200 per annum for two years to July 2023 as contribution towards an Empowerment Advisor salary and IDVA training costs.

Big Lottery Awards for All – Horta Project
Big Lottery Awards for All grant of £9,996 contribution towards salary, equipment and publicity/administration costs for the TW Horta Garden project 2022.

RHS – Horta Garden Project
Royal Horticultural Society grant of £2,996 for staff costs contribution and garden tools for the TW Horta Garden project 2022.

City of Liverpool – Eurovision 2023
City of Liverpool grant of £2,000 towards event and activities celebrating Eurovision 2023.

Cheshire West Voluntary Action
Cheshire West Voluntary Action grant of £2,000 supporting Chester Household Support project for summer 2023, and grant of £1,000 for TW supporting Complex Lives mental health services research project.

Sanctuary Housing Association
Sanctuary Housing Association grant of £1,744 supporting Chester centre's garden development and VAWG awareness products.

Morecrofts
Morecrofts grant of £250 supporting Tomorrow's Women summer event 2023.

12. UNRESTRICTED FUNDS

	30/11/22	Income	Expenses	Fund Transfers	30/11/22
	£	£	£	£	£
Unrestricted Funds	485,261	99,192	(40,582)	-	543,871

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

13. TAXATION

The company is a Registered Charity and is not liable to U.K. Corporation Tax.

14. ANALYSIS OF NET ASSETS BETWEEN RESTRICTED AND UNRESTRICTED FUNDS

	Restricted	Unrestricted	Total
	£	£	£
2023			
Fixed assets	16,884	67,274	84,158
Net Current assets	259,312	476,597	735,909
Total 2023	276,196	543,871	820,067
2022			
Fixed assets	23,979	65,443	89,422
Net Current assets	200,295	419,818	620,113
Total 2022	224,274	485,261	709,535

15. RELATED PARTY TRANSACTIONS

During the year there were no related party transactions.
During the year, the Key Management Personnel were compensated £98,673.

16. POST BALANCE SHEET EVENTS

The Financial Statements were approved by the Board of Trustees on 14th July 2024.

17. COMPARATIVE OF THE STATEMENT OF FINANCIAL ACTIVITY (Prior Year)

	Restricted	Unrestricted	Total 2022
	£	£	£
INCOME			
Donations and legacies	-	21,059	21,059
Income from investments	-	3,571	3,571
Income from charitable activities	660,582	42,216	702,798
TOTAL INCOME AND ENDOWMENTS	660,582	66,846	727,428
EXPENDITURE			
Expenditure on Charitable Activities	524,332	15,423	539,755
TOTAL EXPENDITURE	524,332	15,423	539,755
Net Income/(Expenditure)	136,250	51,423	187,673
Balances brought forward at 1st December 2021	88,024	433,838	521,862
Balances carried forward at 30th November 2022	224,274	485,261	709,535

TOMORROW'S WOMEN

England & Wales - Charity number 1148800

Accounts

TOMORROW'S WOMEN
formerly known as
TOMORROW'S WOMEN WIRRAL until 10 August 2023

(A company Limited by Guarantee
and not having a share capital**)**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30th NOVEMBER 2022

Registered Company No: 08039787 (England & Wales)
Registered Charity No: 1148800

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REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN
YEAR ENDED 30TH NOVEMBER 2022

Reference and Administration Details

Registered Charity Number:	1148800
Registered Company Number:	08039787
Principal office:	St Laurence's School, Beckwith Street East, Birkenhead, CH41 3JE
Independent Examiners:	McEwan Wallace Ltd, 6 Abbots Quay, Monks Ferry, Birkenhead, Wirral, CH41 5LH
Bankers	Unity Trust Bank, 9 Brindley Place, Birmingham, B1 2HB
Solicitors	Moorcroft's Solicitors, 30 Hamilton Square, Birkenhead, Wirral, CH41 6AZ
Trustees	Trustees who served during the year were:

Mrs M Thompson – Chair
Mr K V Sweeney – Treasurer
Ms D Barry (Resigned 08/03/23)
Mrs F Flanagan
Mrs S R Jones
Mrs L Jones
Mrs C M Little
Mr C Lucan-Pratt
Mr A Woodcock
Ms T Hayes

Secretary: Ms E Guerriero (Appointed 08.03.2021)

Report of Directors and Trustees

The Trustees have pleasure in presenting their Annual Report and Accounts for the year ended 30th November 2022. This being Tomorrow's Women's 11th Anniversary year.

Public Benefit

When planning activities, the Trustees are mindful of the Charity Commission's guidelines on Public Benefit and have complied with the duty of the Charity in Section 17 (5) of the Charities Act 2011, Trustee declaration – Automatic disqualification rules changed by the Charities (Protection and Social Investment) Act 2016, and follows the new General Data Protection Regulation (GDPR) and Data Protection Act 2018.

The Charity's principal activity is to promote social inclusion for the public benefit by preventing women normally (though not exclusively) resident in Wirral ("the Beneficiaries") from becoming socially excluded, relieving the needs of those Beneficiaries who are socially excluded, and assisting them to integrate into society. The Beneficiaries may have become socially excluded or be at risk of exclusion, because of one or more of the following factors: unemployment, financial hardship, substance abuse or dependency including alcohol and drugs, poor educational or skills attainment, crime (either as a victim of crime or as an offender rehabilitating into society), poor health mentally or physically, domestic abuse, relationship or family breakdown.

The Charity promotes for the public benefit the education and rehabilitation of Beneficiaries who have been subject to a criminal charge and have suffered a restriction of liberty in the community or in a penal or correctional institution in such ways as the Trustees think fit, including the following: the provision of counselling and support, providing or arranging access to training and education, and advancing the health, safety and psychological well-being of the Beneficiaries.

The Charity also promotes for the public benefit the education of the Beneficiaries, in such ways as the Trustees think fit including: arranging and co-ordinating the delivery of educational programmes, providing or arranging access to training and education and facilities for education, and the development of the Beneficiaries' individual capabilities, competences, skills and understanding in subjects of educational value.

Mission, Aims, Objectives and Activities

Mission - To deliver a comprehensive, women centred approach to minimising female imprisonment, offending and disadvantaged life experiences

Purposes and Aims

Our Charity's purpose is to deliver a comprehensive, women-centred approach to minimising female imprisonment and offending. We aim to do this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources.

Ensuring our work delivers our aims

Aims, objectives and activities are reviewed annually, considering both quantitative and qualitative data, plus known outcomes. The review assists in ensuring our aim, objectives and activities remain focused on our stated purposes.

The focus of our work

Our main objectives for the year were to continue to develop and provide a comprehensive woman centred approach to minimising female imprisonment and offending through providing support and utilising community services within Tomorrow's Women (TW).

Strategies used to meet these objectives included:

Implementing and sustaining integrated local partnerships to provide additional support and educational services for the benefit of women.

Provide a comfortable, supportive, safe learning environment for women during the day.

Who Used and Benefitted From Our Services?

TW is designed to benefit all adult women in the community wanting to make positive lifestyle choices and changes, not just women involved in or on the periphery of the Criminal Justice System. This also includes student placements from local universities, and wonderful volunteers. However, TW has at its heart, a commitment to reduce female imprisonment, female offending and provide support and assistance to those women who are in recovery. Research indicates that whilst drug and alcohol play a part in all offending, it is significantly more so with women.

Highlighted by the women with whom TW work and the statutory agencies within Wirral, TW Board of Trustees decided to introduce a new evening Project, 'Tomorrow's Young Women' (TYW). This project closes a gap in provision for young women aged 14 to 17 years. Funded by Merseyside Police (Violence Reduction Unit) a virtual launch took place in 2020 due to Covid, but we were delighted to hold a face-to-face launch in September 2021. During this year, 38 TYW engaged with the Programme.

TW offers space in which staff and partners can work with women who may have multiple complex problems, to make best use of resources. Up to November 2022 TW was engaging with over 207 different partners and agencies. The Probation Service have a dedicated team of Offender Managers who are hosted on the premises, who supervise females subject to Community Orders and Licence Conditions. The Probation Service statistics continue to indicate a very positive improvement in compliance with court orders. TW Empowerment Advisers (EAs) are the cornerstones of the success and compliance rates of these women.

Attendance and Referrals

Following Covid we were able to change back from our crisis & outreach model to in-house groups. Since then, referrals have continued to grow due to desperate need of women who required support during the period. Referrals have continued to be received from a myriad of sources (e.g., GP's, Hospitals, Social Care, Family Support Groups, Health Clinics, Police, Churches, Schools, and Self-Referrals etc.). Over this annual period there have been 1490 new referrals. This high figure indicates the need for provision. TW continued to adhere to Covid guidelines as remained fully operational in conducting face to face interventions and women accessing the Centre.

Courses, Programmes and Opportunities

Core Programme deliveries are designed to address the recognised criminogenic factors as below: -

Attitudes
Thinking and Behaviours
Education, Employment and Training
Relationships
Drug and Alcohol
Accommodation
Finance
Emotional Wellbeing
Lifestyle and Associates
Health and other factors

We have repackaged the way in which we deliver the programmes and interventions to accommodate the individual learning styles of the women and in recognition of their life experiences which are frequently characterised by negative experiences at school, poor self-image and low self-esteem. TW acknowledges the positive impact that women who have no offending history can have upon others, so they are also fully integrated within TW delivery.

Mental Health – 807 Women
Mindfulness
Red to Pink – Anger Management
Better Solutions
A more Confident You
Wellbeing & Me
Yoga
Meditation
Suicide Awareness

Domestic Abuse – 312 women
Finding Me
Domestic Abuse Support group
RASA
Family Safety
Police Drop-In

Alcohol & Drug: 292 women
Positive Women Around Substance Misuse
Alcohol and Me
Relapse Prevention
Substance Misuse Midwife

Employment & Education – 424 women
Households into Work
ESOL
Child & Young Peoples Mental Health
Introduction into Nail Course
Mentoring Course

Parenting – 82 women
Happy Healthy Homes
Substance misuse Midwife

Better Off Finance Budgeting – 58 women
CAP
Money & Me

Housing/Accommodation – 5 women
Whitechapel Housing

Physical Health & Well-being – 1229 women
Guided Meditation
A more Confident You
Well-being, Nails Pamper
Laughter Therapy
Sexual Health, Nurse
Creative Writing
Boxercise, Zumba, Legs Bums & Tums, Hula Hoop
Horta Gardening Project
Mindfulness Relaxation
Counselling

Personal Social & Skills Update – 611 women
Stitch in Time
Crochet & Chat
Community Connectors

Other – 310 women
Solicitor Drop-in

Police Drop-in 50 women
Also, through our Partnerships with the National Probation Services, Wirral Metropolitan College, TW provides opportunities for women to enrol on college courses by offering taster courses at the Centre. For example: -

Women have completed and received certificates in the following:
Level 2 in Food Safety & Hygiene
Mental Health & Wellbeing & Me
5-wk nail course
Introduction into Counselling & Mentoring

Ash Project - Action on Street Health
Our unique design model continues to attract attention by giving support to the local community. One example is TW ASH – a Sex Workers Outreach Project (funded by Merseyside Police and their Community Cash Back Fund).
Funding has continued this year to enable TW to continue running a mini-van offering on street, non-judgemental advice, guidance, and assistance.

TW Staff go out on Outreach once weekly, Tuesday night.
And Staff have delivered 86 Hours of Outreach support and have engaged approximately with 35 sex workers.

Events 01.12.2021 – 30.11.2022

Unfortunately, TW's well known and extremely well attended events were still reduced significantly due to Covid Pandemic. however International Women's Day and TW AGM took place virtually with views on Social Media Sites.

Progress to Date

TW in partnership with Merseyside Police offer Out of Court Disposals (OOCDs). OOCDs are responses to crime that the police can administer locally without having to take the matter to court.
The main adult disposals are:

Simple Cautions,
Conditional Cautions,
Penalty Notices for Disorder (PNDs),
Cannabis and Khat warnings
Community Resolutions.

These disposals are a valuable tool for the Police when tackling low-level crime and can represent a proportionate and effective response to offending. TW receive referrals from Merseyside Police for Conditional Cautions and Community Resolutions. For the year Dec 2021 - Nov 2022 TW received 177 referrals with 119 compliance and completion. We have been told we are performing the best in response to compliance after initial assessment.

In Partnership with HMPPS, The Probation Service are based within TW. This gives Courts a sentencing option for Wirral Magistrates, Liverpool, and Chester Crown Courts and beyond, which is designed to assist in diverting women from custody. All aspects required for Rehabilitation Activity Requirements (RAR) completion is carried out at TW to complement the work of Probation staff. This allows all women to integrate with other females within the safe confines of our TW Charity to learn and share experiences to avoid offending/reoffending.

The RARs provide a series of targeted interventions which are tailored to the individual female's needs through a multi- agency, multi- disciplinary, problem-solving approach to:

- Address reasons for offending.
- Reduce the risk of re-offending and break the cycle of female offending.
- Improve compliance with Orders and facilitate engagement with agencies; and Tackle the problem of intergenerational crime.

The typical profile of women within our target group is that they have multiple complex problems. Research shows that the women will probably have experienced between four and six of the following and will often have had negative experiences with agencies making them reluctant to seek help despite the magnitude of their problems.

- Low self-esteem and self-worth
- Social exclusion/isolation
- Poor anger control and parenting skills
- Violence/abuse
- Traumatised behaviour
- Alcohol/drug misuse
- History of being exploited.
- Poor housing
- Lack of skills
- Massive experience of loss.
- Lack of opportunities for training and or employment

Strategic Targets

All strategic targets for 2021 were completed.

Strategic Targets for 2022.

- Open a new site in Cheshire West and Chester area and recruit accordingly
  - Achieved
- Commence a DWP Kick Start Opportunity with a view to employ
  - Kick-start scheme completed and trainee is now a permanent employee.
- Have Staff trained as Independent Domestic Violence Advisers and an Independent Sexual Violence Adviser and new staff trained to deliver Courses (Level 3 Award in Education and Training).
  - Existing staff have been trained in IDVA and ISVA. Further training for new staff and for course delivery level 3 award will follow in 2023 with funding.
- Accumulate Funding for a Food Pantry within TW to assist with basic cooking skills.
  - Successfully introduced in 2022 and will continue in the regular timetable.
- Open in partnership with Wirral Met College, a Hair Salon for training purposes
  - On-going – will hopefully be achieved in 2022-23/4.
- A Funded Gardening Project to support the maintenance of the RHS Award-winning Garden.
  - Funding received and continues to develop – Awarded RHS "Outstanding".
- To recommence in House Events and Fundraisers.
  - Developing with caution due to continued Covid risks – on-going.

Strategic Targets for 2023

- Continue with new site in Cheshire West and Chester area and continue recruiting
- Ensure all staff for both Chester and Birkenhead are fully trained for their roles.
- Ensure all Staff are aware of Aims & Objects, Vision & Values of Tomorrow's Women.
- Continue the partnership with Wirral Met College for a hair salon for training purposes.
- Co-location for the National Probation Services in TW Chester Centre

Change of Company Name

The Trustees passed a Special Resolution on 6th June 2023 to change the Company Name from "Tomorrow's Women Wirral" to "Tomorrow's Women", in recognition of opening a new centre in Chester and further developing our operations in Cheshire West.
The change of name was accepted at Companies House on 10th August 2023.

Structure Governance and Management

Organisational Structure

The Board of Trustees, which has members from a variety of relevant backgrounds, held six virtual meetings and are responsible for the strategic direction and policy of TW.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rests with the Chief Executive Officer. The Chief Executive Officer overseen by the Chair of Trustees are responsible for ensuring that TW delivers the services specified and that key performance indicators are met.

Financial Review

Total income for the year amounted to £727,428 with an annual net surplus recorded of £187,673.
The charity aims to utilise reserves and maximise income in 2022/2023 thereby continuing to provide its excellent service.

Reserves policy

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity, at a minimum level which equates to approximately three months of expenditure, to ensure that the charity can continue to operate should difficulties in receiving income occur in the short term. As expenditure in 2022/23 is projected to be at an increased level to 2021/22 given the increase in staff costs and establishing a second operating centre, (2022: £539,755, see SOFA page 13, Total Expenditure), this would equate to c. £195,000.

Actual unrestricted reserves held at the year-end amounted to £485,261 (see Note 12), £65,443 of which was tied up in fixed assets (see Note 14). This equates to approximately 6.5 months of predicted 2022/23 expenditure.

The Trustees consider that these overall reserves provide sufficient funds to cover management and administration support costs for the minimum period and aim to maintain the reserves at these levels for the foreseeable future and seek to ensure a greater proportion of these reserves are held in liquid form going forward. They aim to continue examining potential further partnerships which are deemed to be of value to the women Beneficiaries of the charity's services.

Trustees' Responsibilities in relation to Financial Statements
Trustees are responsible for preparing the financial statements led by the Treasurer in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice.

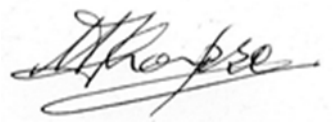
Company Law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit of the Charity for the period.

In preparing the statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Centre will continue in business.

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

Signed on behalf of the Board:



Mrs M Thompson
Chair Tomorrow's Women
Date 14th July 2023

Independent Examiner's Report to the Trustees of Tomorrow's Women Wirral

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Kris Billington McEwan Wallace

Kris Billington FCA ACCA FPC
McEwan Wallace Charted Accountants
6 Abbots Quay
Monks Ferry
Birkenhead
Wirral CH41 5LH
Date: 3rd August 2023

TOMORROW'S WOMEN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30TH NOVEMBER 2022

	Notes	2022	2021
		£	£
INCOME			
Donations	2	21,059	15,806
Grants receivable	3	702,798	449,762
		723,857	465,568
EXPENDITURE			
Charitable activities		538,555	430,559
Governance costs		1,200	1,200
	4	(539,755)	(431,759)
SURPLUS ON ORDINARY ACTIVITIES		184,102	33,809
Other interest receivable and similar income		3,571	2,492
NET SURPLUS ON ORDINARY ACTIVITIES		187,673	36,301

No activities were discontinued during the year.

TOMORROW'S WOMEN
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH NOVEMBER 2022

	Notes	Restricted	Unrestricted	2022	2021
				Total	Total
		£	£	£	£
INCOME AND ENDOWMENTS					
Income from charitable activities:					
Grants receivable	3	660,582	42,216	702,798	449,762
Other income					
Donations and legacies	2	-	21,059	21,059	15,806
Investment		-	3,571	3,571	2,492
Total Income and Endowments		660,582	66,846	727,428	468,060
EXPENDITURE					
Expenditure on charitable activities	4	524,332	15,423	539,755	431,759
TOTAL EXPENDITURE		524,332	15,423	539,755	431,759
Net movement in funds		136,250	51,423	187,673	36,301
Balances brought forward at 1st December 2021		88,024	433,838	521,862	485,561
Balances carried forward at 30th November 2022		224,274	485,261	709,535	521,862

TOMORROW'S WOMEN (Company Number 08039787) (Charity Number 1148800)
BALANCE SHEET
AS AT 30TH NOVEMBER 2022

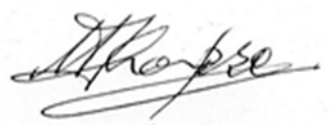
	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible assets	8		89,422		35,802
CURRENT ASSETS					
Debtors	9	404		363	
Cash at bank and in hand		639,784		498,409	
TOTAL CURRENT ASSETS		640,188		498,772	
CREDITORS: Amounts falling due within one year	10	(20,075)		(12,712)	
NET CURRENT ASSETS / (LIABILITIES)			620,113		486,060
TOTAL ASSETS LESS CURRENT LIABILITIES			709,535		521,862
NET ASSETS			709,535		521,862
FUNDS					
Unrestricted funds	12		485,261		433,838
Restricted funds	11		224,274		88,024
			709,535		521,862

For the year ending 30th November 2022 the charitable company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with Section 476 of the Companies Act 2006. The directors/trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard 102 Section 1A

Approved by the board on 14th July 2023 and were signed on its behalf by:



Mrs M Thompson
Chair – Tomorrow's Women

TOMORROW'S WOMEN
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30TH NOVEMBER 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	210,693	60,317
Net cash from operating activities		210,693	60,317
Cash flows from investing activities			
Purchase of tangible assets		(69,318)	(5,950)
Net cash used in investing activities		(69,318)	(5,950)
Increase/(decrease) in cash and cash equivalents		141,375	54,367
Cash and cash equivalents at beginning of year	2	498,409	444,042
Cash and cash equivalents at end of year	2	639,784	498,409

1. RECONCILIATION OF SURPLUS TO CASH GENERATED FROM OPERATIONS

	2022 £	2021 £
Net income/(expenditure)	187,673	36,301
Depreciation	15,698	15,662
	203,371	51,963
(Increase)/Decrease in debtors	(41)	4,066
Increase/(Decrease) in creditors	7,363	4,288
Cash generated from operations	210,693	60,317

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 30 November 2022

	2022 £	2021 £
Cash and cash equivalents	639,784	498,409

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, and the Companies Act 2006. The Financial statements, incorporating a Statement of Financial Activities, have been prepared in accordance with Statement of Recommended Practice SORP FRS 102 – "Accounting and Reporting by Charities."

The financial statements have been prepared for the entity on the basis it is a going concern that will continue to operate for at least twelve months from the date of approval of these financial statements.

b) Statutory information

The organisation is a registered Charity and a company limited by guarantee, registered in England and Wales. The liability in respect of the guarantee as set out in the memorandum is limited to £1 per member of the company. The company's registered number; charity registered number and registered office can be found on the 'Reference and administration details' on page 2.

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

c) Income

Intangible income, which comprises donated services, is included in income at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Gifts in kind comprised of assets, repairs, stationery and utilities donated for the use of the Charity are included at valuation and recognised as income in the year they are receivable.

Income from grants, donations and other income is included when receivable.

d) Expenditure

The cost headings comprise expenditure, including staff costs, directly attributable to the organisation's activity. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of the resources.

- Generating funds include the costs incurred in order to hold fundraising events.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services.

e) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the organisation.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

All income and expenditure is shown in the Statement of Financial Activities.

The nature and purpose of each fund is fully explained in notes 11 and 12.

f) Income and expenditure

All income and expenditure is accounted for on the accruals basis.

g) Significant judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future.

The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below;

When an asset is purchased it is categorised into an asset class, the depreciation policy of each class estimates the economic life of all assets within the class. The depreciation policy of each asset class is determined by management and reviewed regularly for appropriateness. The depreciation policy adopted is based on historical experience as well as considering the future events which may impact the useful economic life of all assets within each class, such as changes in market demands.

h) Fixed assets

Depreciation is calculated to write off the cost or valuation, less estimated residual values, of tangible fixed assets over their estimated useful lives to the charity. The annual depreciation rates and methods are as follows:

Leasehold improvements	- 10% on cost
Fixtures and fittings	- 20% on cost
Computer and electrical equipment	- 33% on cost
Motor vehicles	- 33% on cost

Assets are carried in the balance sheet at written down historical cost.

Gifted assets are capitalised if valued over £250 at the point of receipt.

Impairment reviews are carried out on assets where an indication is given that the recoverable amount is below the net book value. No assets have been subject to impairment to date.

i) Financial instruments

The following assets and liabilities are classified as financial instruments: prepayments, accruals, and other creditors.

Financial assets and liabilities that are measured at amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss in recognised in the Statement of Financial Activities, and the historic cost is included in the notes to the accounts.

2. VOLUNTARY INCOME

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Total 2021 £
Donations & appeals	-	21,059	21,059	15,806
	-	21,059	21,059	15,806

3. GRANTS RECEIVABLE

	Restricted 2022	Unrestricted 2022	Total 2022	Total 2021
	£	£	£	£
Wirral BC – CEO Funding	17,500	-	17,500	30,000
Big Lottery – Chester & Cheshire	40,612	-	40,612	-
Merseyside CRC	-	-	-	77,650
PSS (UK) – NPS Interventions	167,241	-	167.241	103,090
HMPPS – Probation Service UPW	1,650	-	1,650	11,581
Steve Morgan Foundation	25,490	-	25,490	21,331
Wirral & Cheshire NHS	22,330	-	22,330	-
Merseyside PCC - Stonehaven	49,356	-	49,356	41,004
Merseyside PCC – Two Tier Disp.	20,000	-	20,000	15,000
Merseyside PCC – Victim Support	60,000	-	60,000	-
John Moores Foundation	-	-	-	6,000
Calders/NOMS Probation Service	-	33,972	33,972	8,493
ESF / Women's Organisation	23,766	-	23,766	34,166
Big Lottery Awards for All	9,996	-	9,996	-
RHS – Horta Project	2,996	-	2,996	-
Unilever	-	5,000	5,000	-
Wirral BC – Critical Support Fund	43,429	-	43,429	6,500
Wirral BC – Domestic Abuse Fund	17,207	-	17,207	-
Wirral BC – DA Perpetrator Fund	39,354	-	39,354	-
Wirral BC – Covid 19 Fund		-	-	4,691
Wirral BC – Emergency Hampers	3,875	-	3,875	-
Wirral BC – TW Food Pantry	8,710	-	8,710	-
Wirral BC – Knife Angel Event	500	-	500	-
MOJ Women's Community Sector	69,720	-	69,720	30,000
Wirral BC – Domestic Abuse TYW	-	-	-	7,333
Lloyds Bank Foundation		-	-	25,000
Magenta Living	21,200	-	21,200	21,200
Media Trust	-	-	-	2,000
Learning Foundry – Kickstart	5,750	-	5,750	750
One Wirral CIC – IT Equipment	6,900	-	6,900	-
Women In Prison	3,000	-	3,000	-
Other Grants (below £5,000)	-	3.244	3,244	3,973
	660,582	42,216	702,798	449,762

4. RESOURCES EXPENDED - CHARITABLE ACTIVITIES

	Restricted	Unrestricted	Total 2022	Total 2021
	£	£	£	£
Staff costs	394,668	-	394,668	314,779
Rent	50,689	-	50,689	54,438
Room Hire (Chester & Cheshire)	4,610	-	4,610	-
Energy & Utilities (Chester)	1,288	-	1,288	-
Training	2,208	-	2,208	7,641
Leasehold improvements deprec'n	1,274	2,488	3,762	2,818
Computer equipment depreciation	2,938	5,444	8,382	8,413
Fixtures and fittings depreciation	3,200	354	3,554	3,554
Motor Vehicles depreciation	-	-	-	877
Computer & IT	14,657	-	14,657	5,628
Telephones and Communications	2,822	110	2,932	3,947
Postage and stationery	1,700	283	1,983	1,087
Travel and subsistence	640	384	1,024	243
Repairs and renewals	2,030	429	2,459	2,208
Sundry expenses	6,832	1,096	7,928	4,872
Bank charges and interest	-	190	190	174
Insurance	1,750	1,042	2,792	2,229
Agents & Legal fees – Chester Ctr	4,862	-	4,862	-
Subscriptions	647	-	647	297
Waste collection	1,650	357	2,007	1,357
Contract Cleaner	1,607	-	1,607	-
ASH Project (excluding salaries)	-	2,046	2,046	1,776
Counselling Fees – TYW	2,850	-	2,850	-
WRAP Project	775	-	775	1,668
Course Fees – Loan Shark project	880	-	880	-
Covid-19 Fund Projects	3,287	-	3,287	4,408
Website Development & Upgrade	882	-	882	1,350
Horta Garden Project (ex salaries)	1,968	-	1,968	-
ESF Directions Project	6,875	-	6,875	6,000
Femme 2 You Project	-	-	-	795
Wirral Household Fund - WHF	900	-	900	-
TW Pantry Project	5,843	-	5,843	-
Independent examination	-	1,200	1,200	1,200
	524,332	15,423	539,755	431,759

5. SUPPORT COSTS

	Staff Costs	Other Costs	Total 2022	Total 2021
	£	£	£	£
Charitable activities	394,668	145,087	539,755	431,759
	394,668	145,087	539,755	431,759

Staff costs 2022 are made up of £358,860 of gross wages; £28,256 of Employer's National Insurance; and £7,552 of Employers Pension contributions.

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2022	2021
	£	£
Depreciation and amortisation	15,698	15,662
Accountancy - Independent examination	1,200	1,200

7. STAFF COSTS

	2022	2021
	£	£
The cost of employing staff, including trustees, was:		
Wages	394,668	314,779
	394,668	314,779

No employees received emoluments above £60,000.

Trustees received no remuneration during the year.
No Trustees received any reimbursement of expenses.

The average weekly number of employees during the period was:

	2022	2021
	No.	No.
Management and directors	3	2
Administrative	12	10
	15	12

8. TANGIBLE FIXED ASSETS

	Leasehold Improvemnt £	Fixtures & Fittings £	Computer / Electrical Equipment £	Motor Vehicles £	Total £
VALUE AT COST					
At 30th November 2021	28,251	34,483	32,895	7,895	103,524
Additions	56,206	5,110	8,002	-	69,318
Disposals	-	-	-	-	-
At 30th November 2022	84,457	39,593	40,897	7,895	172,842
AMORTISATION					
At 30th November 2021	12,915	23,842	23,070	7,895	67,722
Disposals		-	-	-	-
Charge for the period	3,762	3,554	8,382	-	15,698
At 30th November 2022	16,677	27,396	31,452	7,895	83,420
NET BOOK VALUE					
At 30th November 2022	67,780	12,197	9,445	-	89,422
At 30th November 2021	15,336	10,641	9,825	-	35,802

All fixed assets are used to further the charity's objectives.

9. DEBTORS

	2022 £	2021 £
Prepayments	404	363
	404	363

10. CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Accruals		
Social Security costs	8,793	7,109
Workplace Pension Contributions	1,699	1,444
Rent Lease Renewal Adjustment Provision	8,270	4,072
Lloyds Bank Multi-Pay Corporate Card Account	113	87
Independent Examiners fees	1,200	-
	20,075	12,712

11. RESTRICTED FUNDS

	01/12/21	Income	Depn. / Expenses	Fund Transfers	30/11/22
	£	£	£	£	£
PSS (UK) – NPS Interventions	26,594	167,241	(108,439)	-	85,396
HMPPS – Probation Service	-	1,650	(1,650)	-	-
John Moores Foundation	1,500	-	(1,500)	-	-
Steve Morgan Foundation	-	25,490	(25,490)	-	-
Wirral BC – CEO Funding	-	17,500	(17,500)	-	-
Wirral BC – Critical Support Fund	-	43,429	(24,554)	-	18,875
Wirral BC – DA Victim Support	-	17,207	(11,471)	-	5,736
Wirral BC – DA Perpetrator Support	-	39,354	(32,415)	-	6,939
Wirral BC – Emergency Food Hampers	-	3,875	(3,875)	-	-
Wirral BC – TW Food Pantry	-	8,710	(8,227)	-	483
Wirral BC – Knife Angel Event	-	500	(500)	-	-
MOJ - Women's Community Sector	-	69,720	(69,720)	-	-
Merseyside PCC – Two Tier Disposals	-	20,000	(20,000)	-	-
Merseyside PCC – Stonehaven	13,668	49,356	(46,571)	-	16,453
Merseyside PCC – Victim Support Wirral	-	60,000	(40,000)	-	20,000
Learning Foundry – Kickstart Scheme	-	5,750	(5,750)	-	-
Abbeyfield Trust	26,491	-	(4,936)	-	21,555
Magenta Living	13,333	21,200	(21,200)	-	13,333
ESF / Women's Organisation	4,302	23,766	(28,068)	-	-
Media Trust	530	-	(530)	-	-
Rathbone Trust	1,606	-	(368)	-	1,238
Big Lottery – TW In Cheshire	-	40,612	(14,472)	-	26,140
Wirral & Cheshire NHS	-	22,330	(22.330)	-	-
One Wirral CIC – IT Equipment	-	6,900	(51)	-	6,849
Women In Prison	-	3,000	(3,000)	-	-
Big Lottery Awards for All - Horta	-	9,996	(9,533)	-	463
RHS – Horta Garden Project	-	2,996	(2,182)	-	814
	88,024	660,582	(524,332)	-	224,274

Purposes of restricted funds

PSS (UK) – NPS Interventions
National Probation Service Women's Services Interventions contract for Merseyside and Cheshire West for a total of £1,081,563 over 5 years (June 2021 to March 2026), contributing to salary costs of full-time staff, rent, general running expenses, training, travel, admin services, and overheads.

HMPPS - Probation Service UPW
HMPPS contributed £1,650 for the final Unpaid Worker scheme EA salary contribution.

John Moores Foundation
John Moores Foundation grant of £6,000 for one year towards the cost of staff salaries, for the period March 2021 to February 2022.

Steve Morgan Foundation
Steve Morgan Foundation grant of £25,490 per annum (Aug 2021 to July 2023) salary contribution to Empowerment Advisor for domestic abuse support.

Wirral BC – CEO Funding
Wirral Borough Council grant of £30,000 per annum (April 2022 to March 2023) to CEO salary.

Wirral BC – Critical Support Fund
Wirral Borough Council grant of £43,429 for Empowerment Advisor salary contribution of £20,929 (August 2021 to July 2022), plus £22,500 for domestic abuse counselling.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Wirral Borough Council – Domestic Abuse Victim Support
Wirral Borough Council grants of £9,583.87 and £7,622.55 for domestic abuse victim and perpetrator support to March 2023.

Wirral Borough Council – Domestic Abuse Perpetrator Support
Wirral Borough Council grants towards Empowerment Advisor salaries for "change in me" programmes of £5,204 to March 2022, £13,333 to July 2022, and £20,817 to March 2023.

Wirral BC – Emergency Food Hampers
Wirral Borough Council grant of £3,875 contribution for providing and distributing winter food hampers 2021/2022.

Wirral BC – TW Food Pantry
Wirral Borough Council grant of £8,810 contribution towards TW's food pantry project 2022.

Wirral BC – Knife Angel Event
Wirral Borough Council grant of £500 towards costs of Knife Angel vigil event July 2022.

MOJ – Women's Community Sector
Ministry of Justice Women's Community Sector grant of £69,720 (to March 2022) contributing £35,228 towards salaries, £27,457 towards rent, and £7,035 towards core centre costs.

Merseyside Police and Crime Commissioner – Two Tier Disposals
The Police & Crime Commissioner for Merseyside grant of £20,000 salary contribution to August 2022 for providing two-tier out of court disposal framework services.

Merseyside Police and Crime Commissioner - Stonehaven
Merseyside PCC grants of £40,000 (part 1: 2020), £41,004 (part 2: 2021), and £49,356 (part 3 2022 to March 2023) under the Operation Stonehaven Programme, towards salaries and expenses for the Tomorrow's Young Women project.

Merseyside Police and Crime Commissioner – Victim Support Wirral
Merseyside PCC grant of £60,000 for Empowerment Advisor and Counselling support for domestic abuse and sexual abuse victim support programmes April 2022 to March 2023.

Learning Foundry – Kickstart Scheme
Salary contributions and costs for an administration employee trainee under the Kickstart scheme for 6 months from October 2021 to March 2022.

Abbeyfield Trust
Abbeyfield Trust grant of £50,000 in December 2018 towards the cost of refurbishing the TW Inspiration Hall and catering facilities, public address system, lighting, and storage facilities.

Magenta Living
Magenta Living offered a grant of £21,200 per annum for two years to July 2023 as contribution towards an Empowerment Advisor salary and IDVA training costs.

European Social Fund / Women's Organisation
ESF / Women's Organisation funding for the Directions Project Women's Work in Progress, over three years to September 2022.

Media Trust
Media Trust grant of £2,000 in June 2021 as a contribution towards website development design and support/hosting fees.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Rathbone Trust
Rathbone Trust grant of £3,000 in August 2019 as a contribution towards the cost of refurbishing and re-equipping the centre's laundry room and facilities.

Big Lottery – Tomorrow's Women In Cheshire
Big Lottery Community Fund awarded a grant of £472,191 over 3 years (September 2022 to August 2025), contributing to salaries and core costs for Chester and Cheshire West.

Wirral & Cheshire NHS
Wirral & Cheshire NHS Community Mental Health Transformation Fund grant of £2,344 per month for 1 year (January 2022 to December 2022) contribution to room hire, counselling, publicity and administration costs.

One Wirral CIC – IT Equipment
One Wirral CIC grant of £6,900 for IT Equipment and systems development.

Women In Prison
Women In Prison grant of £3,000 contribution towards marketing salary (June to August 2022).

Big Lottery Awards for All – Horta Project
Big Lottery Awards for All grant of £9,996 contribution towards salary, equipment and publicity/administration costs for the TW Horta Garden project 2022.

RHS – Horta Garden Project
Royal Horticultural Society grant of £2,996 for staff costs contribution and garden tools for the TW Horta Garden project 2022.

12. UNRESTRICTED FUNDS

	30/11/21	Income	Expenses	Fund Transfers	30/11/22
	£	£	£	£	£
Funds	433,838	66,846	(15,423)	-	485,261

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

13. TAXATION

The company is a Registered Charity and is not liable to U.K. Corporation Tax.

14. ANALYSIS OF NET ASSETS BETWEEN RESTRICTED AND UNRESTRICTED FUNDS

	Restricted £	Unrestricted £	Total £
2022			
Fixed assets	23,979	65,443	89,422
Net Current assets	200,295	419,818	620,113
Total 2022	224,274	485,261	709,535
2021			
Fixed assets	22,913	12,889	35,802
Net Current assets	65,111	420,949	486,060
Total 2021	88,024	433,838	521,862

15. RELATED PARTY TRANSACTIONS

During the year there were no related party transactions.
During the year, the Key Management Personnel were compensated £117,197.

16. POST BALANCE SHEET EVENTS

The Financial Statements were approved by the Board of Trustees on 14th July 2023.

17. COMPARATIVE OF THE STATEMENT OF FINANCIAL ACTIVITY (Prior Year)

	Restricted £	Unrestricted £	Total 2021 £
INCOME			
Donations and legacies	-	15,806	15,806
Income from investments	-	2,492	2,492
Income from charitable activities	329,955	119,807	449,762
TOTAL INCOME AND ENDOWMENTS	329,955	138,105	468,060
EXPENDITURE			
Expenditure on Charitable Activities	324,149	107,610	431,759
TOTAL EXPENDITURE	324,149	107,610	431,759
Net Income/(Expenditure)	5,806	30,495	36,301
Balances brought forward at 1st December 2020	82,218	403,343	485,561
Balances carried forward at 30th November 2021	88,024	433,838	521,862

TOMORROW'S WOMEN

England & Wales - Charity number 1148800

Accounts

TOMORROW'S WOMEN WIRRAL
(A company Limited by Guarantee
and not having a share capital)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30th NOVEMBER 2021

Registered Company No: 08039787 (England & Wales)
Registered Charity No: 1148800

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REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN WIRRAL
YEAR ENDED 30TH NOVEMBER 2021

Reference and Administration Details

Registered Charity Number:	1148800
Registered Company Number:	08039787
Principal office: CH41 3JE	St Laurence's School, Beckwith Street East, Birkenhead,
Independent Examiners:	McEwan Wallace Ltd, 68 Argyle Street Birkenhead, Wirral CH41 6AF
Bankers	Unity Trust Bank, 9 Brindley Place, Birmingham, B1 2HB
Solicitors	Moorcroft's Solicitors, 30 Hamilton Square, Birkenhead, Wirral, CH41 6AZ
Trustees	Trustees who served during the year were:

Mrs M Thompson – Chair
Mr K V Sweeney – Treasurer
Ms D Barry
Mrs F Flanagan
Mrs S E Hayes (Terminated 08.03.21)
Mrs S R Jones
Mrs L Jones
Mrs C M Little
Mr C Lucan-Pratt
Mr J C Sweeney (Terminated 08.03.2021)
Mr A Woodcock
Ms T Hayes

Secretary:	Ms A Parry (Terminated 31.12.2020)
	Ms E Guerriero (Appointed 08.03.2021)

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN WIRRAL
YEAR ENDED 30TH NOVEMBER 2021

Report of Directors and Trustees

The Trustees have pleasure in presenting their Annual Report and Accounts for the year ended 30th November 2021. This being Tomorrow's Women's 10th Anniversary year.

Public Benefit

When planning activities, the Trustees are mindful of the Charity Commission's guidelines on Public Benefit and have complied with the duty of the Charity in Section 17 (5) of the Charities Act 2011, Trustee declaration–Automatic disqualification rules changed by the Charities (Protection and Social Investment) Act 2016 and follows the new General Data Protection Regulation (GDPR) and Data Protection Act 2018.

The Charity's principal activity is to promote social inclusion for the public benefit by preventing women normally (though not exclusively) resident on Wirral from becoming socially excluded and assisting them to integrate into society. The beneficiaries may have become socially excluded or be at risk of exclusion, because of one or more of the following factors: crime, poor health mentally or physically, unemployment, financial hardship, substance abuse or dependency including alcohol or drugs, poor educational or skills attainment, domestic abuse, relationship, or family breakdown. The Charity also promotes the education and rehabilitation of beneficiaries who have been subject to a criminal charge and have suffered a restriction of liberty in the community or in a penal or correctional institution.

Mission, Aims, Objectives and Activities

Mission - To deliver a comprehensive, women centred approach to minimising female imprisonment, offending and disadvantaged life experiences

Purposes and Aims

Our Charity's purpose is to deliver a comprehensive, women-centred approach to minimising female imprisonment and offending. We aim to do this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources.

Ensuring our work delivers our aims

Aims, objectives and activities are reviewed annually, considering both quantitative and qualitative data, plus known outcomes. The review assists in ensuring our aim, objectives and activities remain focused on our stated purposes.

The focus of our work

Our main objectives for the year were to continue to develop and provide a comprehensive woman centred approach to minimising female imprisonment and offending through providing support and utilising community services within Tomorrow's Women Wirral (TWW).

Strategies used to meet these objectives included:

Implementing and sustaining integrated local partnerships to provide additional support and educational services for the benefit of women.

Provide a comfortable, supportive, safe environment for women during the day.

To develop further our excellent partnership work with MCRC (since June 2021, The Probation Service, when unification took place) to deliver a gold standard Community Payback Project for women sentenced by the Courts to perform unpaid hours of work.

Who Used and Benefitted From Our Services?

TWW is designed to benefit all adult women in the community wanting to make positive lifestyle choices and changes, not just women involved in or on the periphery of the Criminal Justice System. This also includes student placements from local universities, and wonderful volunteers. However, TWW has at its heart, a commitment to reduce female imprisonment, female offending and provide support and assistance to those women who are in recovery. Research indicates that whilst drug and alcohol play a part in all offending, it is significantly more so with women.

Highlighted by the women with whom TWW work and the statutory agencies within Wirral, TWW Board of Trustees decided to introduce a new evening Project, 'Tomorrow's Young Women' (TYW). This project closes a gap in provision for young women aged 14 to 17 years. Funded by Merseyside Police (Violence Reduction Unit) a virtual launch took place in 2020 due to Covid, but we were delighted to hold a face-to-face launch in September 2021. During this year, 36 TYW engaged with the Programme.

TWW offers space in which staff and partners can work with women who may have multiple complex problems, to make best use of resources. Up to November 2021 TWW was engaging with over 199 different partners and agencies. The Probation Service have a dedicated team of Offender Managers who are hosted on the premises, who supervise females subject to Community Orders and Licence Conditions. The Probation Service statistics continue to indicate a very positive improvement in compliance with court orders. TWW Empowerment Advisers (EAs) are the cornerstones of the success and compliance rates of these women.

Attendance and Referrals

Covid clearly had an impact on delivery, however, TWW remained open throughout the periods when other areas and services closed. Referrals continued and our delivery model was adapted to in house crisis, scheduled appointments, outreach deliveries and virtual 1 – 1 until May 2021 when in house groups recommenced.

Since then, referrals have continued to grow due to desperate need of women who required support during the period. Referrals have continued to be received from a myriad of sources (e.g., GP's, Hospitals, Social Care, Family Support Groups, Health Clinics, Police, Churches, Schools, and Self-Referrals etc.). Over this annual period there have been 1019 new referrals. This high figure indicates the need for provision. TWW have provided resources continually and consistently throughout the pandemic period remaining open for scheduled appointments and crisis visits.

Courses, Programmes and Opportunities

Core Programme deliveries are designed to address the recognised criminogenic factors as below: -

Attitudes
Thinking and Behaviours
Education, Employment and Training
Relationships
Drug and Alcohol
Accommodation
Finance
Emotional Wellbeing
Lifestyle and Associates
Health and other factors

We have repackaged the way in which we deliver the programmes and interventions to accommodate the individual learning styles of the women and in recognition of their life experiences which are frequently characterised by negative experiences at school, poor self-image and low self-esteem. TWW acknowledges the positive impact that women who have no offending history can have upon others, so they are also fully integrated within TWW delivery.

Mental Health – 420 Women
Emotional Management Support
Mindfulness
Bereavement Support
NHS Merseycare Support
Working with Self-harm
Red to Pink – Anger Management
A Better You
A more Confident you
Wellbeing & Me
Yoga
Meditation
Confidence after Covid

Domestic Abuse – 129 women
Finding Me
Domestic Abuse Support group
RASA
Family Safety
Police Drop-In

Alcohol & Drug: 111 women
Positive Women Around Substance Misuse
Sanctuary
Alcohol and Me
Substance Misuse Midwife

Employment & Education – 191 women
Talent match
Households into Work
Careers in Nursing
Introduction into Nail Course
IT/Digital Skills and Awareness
Introduction into Counselling & Mentoring Course

Parenting – 59 women
Happy Healthy Homes
My Child & Me
Substance Misuse Midwife

Better Off Finance Budgeting – 17 women
CAP
Money & Me – Money Matters
Money & Debt Advice
United Utilities Support

Housing/Accommodation – 5 women
Whitechapel Housing

Physical Health & Well-being – 342 women
Guided Meditation
Confident You
Well-being Pamper, Nails Pamper
Laughter Therapy
Sexual Health, Walk in Clinic - Nurse
Art Therapy
Boxercise, Zumba, HIT, Legs Bums & Tums, Hula Hoop, Mixed Aerobics
Gardening
Planting containers for garden
Sowing and Growing
Wirral Social Prescribing Scheme (COPD)
Hep C Testing
Dental Outreach
Mindfulness Relaxation
Counselling
Positive Emotional Wellbeing

Personal Social & Skills Update – 70 women
Stitch in Time
Mindful colouring
Chocolate making workshop
Felt soap making workshop
Food & Mood
Eat well, Keep well
Origami
Crochet – Knit & Natter
Community Connectors

Other – 851 women
Solicitor Drop-in
First Aid
Welfare Calls

Also, through our Partnerships with Merseyside CRC, Wirral Metropolitan College, TWW provides opportunities for women to enrol on College courses by offering taster courses at the Centre. For example: -

Women have completed and received certificates in the following:
Level 2 in Food Safety & Hygiene
Mental Health & Wellbeing & Me
5-wk nail course
Introduction into Counselling & Mentoring

Ash Project - Action on Street Health
Our unique design model continues to attract attention by giving support to the local community. One example is TWW ASH – a Sex Workers Outreach Project (funded by Merseyside Police and their Community Cash Back Fund).
Funding has continued this year to enable TWW to continue running a mini-van offering on street, non-judgemental advice, guidance, and assistance.
TWW Staff go out on Outreach once weekly due to Covid-19 restrictions – Tuesday night.
And Staff have delivered 80 Hours of Outreach support and have engaged approximately with 39 sex workers.

Events 01.12.2020 – 30.11.2021

Unfortunately, TWW's well known and extremely well attended events were reduced significantly due to Covid Pandemic, however International Women's Day and TWW AGM took place virtually with views on Social Media Sites. It was also TWW's 10th Anniversary Year, and the date was recognised and celebrated with an online event attended by partners, women, staff past and present.

Progress to Date

In Partnership with HMPPS, The Probation Service are based within TWW. This gives Courts a sentencing option for Wirral Magistrates, Liverpool, and Chester Crown Courts and beyond, which is designed to assist in diverting women from custody. All aspects required for Rehabilitation Activity Requirements (RAR) completion is carried out at TWW to complement the work of Probation staff. This allows all women to integrate with other females within the safe confines of our TWW Charity to learn and share experiences to avoid offending/reoffending.

The RARs provide a series of targeted interventions which are tailored to the individual female's needs through a multi- agency, multi- disciplinary, problem-solving approach to:

- Address reasons for offending.
- Reduce the risk of re-offending and break the cycle of female offending.
- Improve compliance with orders and facilitate engagement with agencies; and tackle the problem of intergenerational crime.

Despite the Pandemic, information received from The Probation Service confirm significant successful outcomes in CJ Orders due to our targeted contribution and partnership work. Emergency Delivery Models were quickly put in place, consisting of new IT equipment, new Smart Mobile telephones, TWW Programmes and Courses adapted to be delivered virtually and in socially distanced small groups, adhering to Government Guidelines and Health and Safety Risk Assessments at all times.

The typical profile of women within our target group is that they have multiple complex problems. Research shows that the women will probably have experienced between four and six of the following and will often have had negative experiences with agencies making them reluctant to seek help despite the magnitude of their problems.

- Low self-esteem and self-worth
- Social exclusion/isolation
- Poor anger control and parenting skills
- Violence/abuse
- Traumatised behaviour
- Alcohol/drug misuse
- History of being exploited.
- Poor housing
- Lack of skills
- Massive experience of loss.
- Lack of opportunities for training and or employment

Strategic Targets

Strategic Targets for 2021 were successfully implemented which focused on our Recovery Plan for exiting Covid as below: -

- Recruitment of additional staff to anticipate increase of demand and growth of TWW following the pandemic.
- Recruitment Estate Manager
- Additional Storage facilities
- Enhance Car Parking Security
- Live launch of the Tomorrow's Young Women Project
- Continue Sexual Health Provision

Strategic Targets for 2022.

- Open a new site in Cheshire West and Chester area and recruit accordingly
- Commence a DWP Kick Start Opportunity with a view to employ
- Have Staff trained as Independent Domestic Violence Advisers and an Independent Sexual Violence Adviser and new staff trained to deliver Courses (Level 3 Award in Education and Training)
- Accumulate Funding for a Food Pantry within TWW to assist with basic cooking skills
- Open in partnership with Wirral Met College, a Hair Salon for training purposes
- A Funded Gardening Project to support the maintenance of the Award-winning garden
- To recommence in House Events and Fundraisers

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN WIRRAL
YEAR ENDED 30TH NOVEMBER 2021

Adapted Model of Delivery

Trustees extol the amazing dedication of Staff to our stated Mission, Purposes and Aims. When National Government Lockdown Rules prevented our target group from coming to the centre, our amazing staff thought and worked in an oblique manner.

- 841 personal hygiene hampers were distributed to women at their homes. This gave an opportunity for women to express any issues to staff.
- 82 Children's Packs were distributed to the children of women registered with TWW.
- 41 Hampers were distributed.
- Programmes, Courses, and wellbeing opportunities increased online with tremendous take-up.
- 4016 of women suffering with emotional and mental health problems were supported via in depth telephone conversations.

Our forward thinking, hardworking, dedicated, female staff are to be congratulated and celebrated. Trustees are rightly proud of these very special women!

Structure Governance and Management

Organisational Structure

The Board of Trustees, which has members from a variety of relevant backgrounds, held six virtual meetings and are responsible for the strategic direction and policy of TWW.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rest with the Chief Executive Officer. The Chief Executive Officer overseen by the Chair of Trustees are responsible for ensuring that TWW delivers the services specified and that key performance indicators are met.

Financial Review

Total income for the year amounted to £468,060, with an annual net surplus recorded of £36,301.
The charity aims to utilise reserves and maximise income in 2021/2022 thereby continuing to provide its excellent service.

Reserves policy

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity, at a minimum level which equates to approximately three months of expenditure, to ensure that the charity can continue to operate should difficulties in receiving income occur in the short term. As expenditure in 2021/22 is projected to be at an increased level to 2020/21 given the increase in staff costs, (2021: £431,759, see SOFA page 13, Total Expenditure), this would equate to c. £132,000.

Unrestricted reserves are expected to reduce significantly during the next financial year, as they will be utilised to finance the Charity's expansion and development plans to establish an additional centre for the Cheshire West and Chester area. Forecasts show that up to £120,000 of unrestricted reserves may be utilised for this purpose, leaving expected unrestricted reserves of £340,000 at November 2022, which would equate to 7.5 months of predicted 2021/22 and 2022/23 expenditure.

The Trustees consider that these overall reserves provide sufficient funds to cover management and administration support costs for the minimum period and aim to maintain the reserves at these levels for the foreseeable future and seek to ensure a greater proportion of these reserves are held in liquid form going forward. They aim to continue examining potential further partnerships which are deemed to be beneficial to the women.

Trustees' Responsibilities in relation to Financial Statements
Trustees are responsible for preparing the financial statements led by the Treasurer in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice.

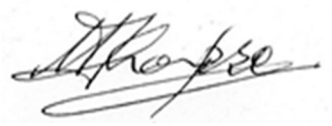
Company Law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of TWW and of the surplus or deficit of TWW for the period.

In preparing the statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Centre will continue in operation.

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

Signed on behalf of the Board:



Mrs M Thompson
Chair Tomorrow's Women Wirral
Date 30th July 2022

Independent Examiner's Report to the Trustees of Tomorrow's Women Wirral

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Kris Billington

Kris Billington FCA FCCA FPC

McEwan Wallace Charted Accountants

68 Argyle Street

Birkenhead

Wirral CH41 6AF

Date: 9th August 2022

TOMORROW'S WOMEN WIRRAL
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30TH NOVEMBER 2021

	Notes	2021	2020
		£	£
INCOME			
Donations	2	15,806	26,263
Grants receivable	3	449,762	490,917
		465,568	517,180
EXPENDITURE			
Charitable activities		430,559	416,804
Governance costs		1,200	1,200
	4	(431,759)	(418,004)
SURPLUS / (DEFICIT) ON ORDINARY ACTIVITIES		33,809	99,176
Other interest receivable and similar income		2,492	3,081
NET SURPLUS ON ORDINARY ACTIVITIES		36,301	102,257

No activities were discontinued during the year.

TOMORROW'S WOMEN WIRRAL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH NOVEMBER 2021

	Notes	Restricted	Unrestricted	2021	2020
				Total	Total
		£	£	£	£
INCOME AND ENDOWMENTS					
Income from charitable activities:					
Grants receivable	3	329,955	119,807	449,762	490,917
Other income					
Donations and legacies	2	-	15,806	15,806	26,263
Investment		-	2,492	2,492	3,081
Total Income and Endowments		329,955	138,105	468,060	520,261
EXPENDITURE					
Expenditure on charitable activities	4	324,149	107,610	431,759	418,004
TOTAL EXPENDITURE		324,149	107,610	431,759	418,004
Net movement in funds		5,806	30,495	36,301	102,257
Balances brought forward at 1st December 2020		82,218	403,343	485,561	383,304
Balances carried forward at 30th November 2021		88,024	433,838	521,862	485,561

TOMORROW'S WOMEN WIRRAL (Company Number 08039787) (Charity Number 1148800)
BALANCE SHEET
AS AT 30TH NOVEMBER 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	8		35,802		45,514
CURRENT ASSETS					
Debtors	9	363		4,429	
Cash at bank and in hand		498,409		444,042	
TOTAL CURRENT ASSETS		498,772		448,471	
CREDITORS: Amounts falling due within one year	10	(12,712)		(8,424)	
NET CURRENT ASSETS / (LIABILITIES)			486,060		440,047
TOTAL ASSETS LESS CURRENT LIABILITIES			521,862		485,561
NET ASSETS			521,862		485,561
FUNDS					
Unrestricted funds	12		433,838		403,343
Restricted funds	11		88,024		82,218
			521,862		485,561

For the year ending 30th November 2021 the charitable company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with Section 476 of the Companies Act 2006. The directors/trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard 102 Section 1A. Approved by the board on 31st July 2022 and were signed on its behalf by:

Mrs M Thompson
Chair Tomorrow's Women Wirral

TOMORROW'S WOMEN WIRRAL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30TH NOVEMBER 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	60,317	110,470
Net cash from operating activities		60,317	110,470
Cash flows from investing activities			
Purchase of tangible assets		(5,950)	(28,342)
Net cash used in investing activities		(5,950)	(28,342)
Increase/(decrease) in cash and cash equivalents		54,367	82,128
Cash and cash equivalents at beginning of year	2	444,042	361,914
Cash and cash equivalents at end of year	2	498,409	444,042

1. RECONCILIATION OF SURPLUS TO CASH GENEREATED FROM OPERATIONS

	2021 £	2020 £
Net income/(expenditure)	36,301	102,257
Depreciation	15,662	15,979
	51,963	118,236
(Increase)/Decrease in debtors	4,066	21
Increase/(Decrease) in creditors	4,288	(7,787)
Cash generated from operations	60,317	110,470

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 30 November 2021

	2021 £	2020 £
Cash and cash equivalents	498,409	444,042

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, and the Companies Act 2006. The Financial statements, incorporating a Statement of Financial Activities, have been prepared in accordance with Statement of Recommended Practice SORP FRS 102 – "Accounting and Reporting by Charities."

The financial statements have been prepared as a going concern and will continue to for at least twelve months after the signing of the accounts.

b) Statutory information

The organisation is a registered Charity and a company limited by guarantee, registered in England and Wales. The liability in respect of the guarantee as set out in the memorandum is limited to £1 per member of the company. The company's registered number: charity registered number and registered office can be found on the 'Reference and administration details' on page 2.

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

c) Income

Intangible income, which comprises donated services, is included in income at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Gifts in kind comprised of assets, repairs, stationery, and utilities donated for the use of the Charity are included at valuation and recognised as income in the year they are receivable.

Income from grants, donations and other income is included when receivable.

d) Expenditure

The cost headings comprise expenditure, including staff costs, directly attributable to the organisation's activity. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of the resources.

- Generating funds include the costs incurred in order to hold fundraising events.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its Activities and Services

e) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the organisation.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor. All income and expenditure is shown in the Statement of Financial Activities.

The nature and purpose of each fund is fully explained in notes 11 and 12.

f) Income and expenditure

All income and expenditure is accounted for on the accruals basis.

g) Significant judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future.

The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

When an asset is purchased, it is categorised into an asset class, the depreciation policy of each class estimates the economic life of all assets within the class. The depreciation policy of each asset class is determined by management and reviewed regularly for appropriateness. The depreciation policy adopted is based on historical experience as well as considering the future events which may impact the useful economic life of all assets within each class, such as changes in market demands.

h) Fixed assets

Depreciation is calculated to write off the cost or valuation, less estimated residual values, of tangible fixed assets over their estimated useful lives to the charity. The annual depreciation rates and methods are as follows:

Leasehold improvements	- 10% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost
Motor Vehicles	- 33% on cost

Assets are carried in the balance sheet at written down historical cost.

Gifted assets are capitalised if valued over £250 at the point of receipt.

Impairment reviews are carried out on assets where an indication is given that the recoverable amount is below the net book value. No assets have been subject to impairment to date.

i) Financial instruments

The following assets and liabilities are classified as financial instruments: prepayments, accruals, and other creditors.

Financial assets and liabilities that are measured at amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss in recognised in the Statement of Financial Activities, and the historic cost is included in the notes to the accounts.

2. VOLUNTARY INCOME

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Total 2020 £
Donations & appeals	-	15,806	15,806	26,263
	-	15,806	15,806	26,263

3. GRANTS RECEIVABLE

	Restricted 2021	Unrestricted 2021	Total 2021	Total 2020
	£	£	£	£
Wirral BC	30,000	-	30,000	33,189
Big Lottery	-	-	-	110,178
Merseyside CRC	11,581	77,650	89,231	135,186
PSS (UK) – NPS Interventions	103,090	-	103.090	-
Steve Morgan Foundation	21,331	-	21,331	24,271
Merseyside PCC – Stonehaven	41,004	-	41,004	40,000
Merseyside PCC – Two Tier Disp.	15,000	-	15,000	16,500
John Moores Foundation	6,000	-	6,000	10,000
NOMS Probation Service	-	8,493	8,493	24,520
ESF / Women's Organisation	34,166	-	34,166	33,824
Big Lottery Community Fund	-	-	-	9.180
AB Charitable Trust	-	-	-	10,000
National Lottery Covid-19 Fund	-	-	-	8,500
Wirral PV Covid-19 Fund	-	-	-	9,500
PH Holt Foundation	-	-	-	3,960
Wirral Chamber	-	-	-	4,000
Wirral BC – Domestic Abuse EA	6,500	-	6,500	4,204
Wirral BC – Covid 19 Fund		4,691	4,691	-
Clinks Covid-19 Fund	-	-	-	5,000
Savills UK	-	-	-	5,000
MOJ Women's Community Sector	30,000	-	30,000	-
Wirral BC – Domestic Abuse TYW	7,333	-	7,333	-
Lloyds Bank Foundation		25,000	25,000	-
Magenta Living	21,200	-	21,200	-
Media Trust	2,000	-	2,000	-
Learning Foundry - Kickstart	750	-	750	-
Other Grants (below £5,000)	-	3.973	3,973	3,905
	329,955	119,807	449,762	490,917

4. RESOURCES EXPENDED - CHARITABLE ACTIVITIES

	Restricted	Unrestricted	Total 2021	Total 2020
	£	£	£	£
Staff costs	246,074	68,705	314,779	303,945
Training	7,641	-	7,641	795
Leasehold improvements deprec'n	1,265	1,553	2,818	2,637
Computer equipment depreciation	2,750	5,663	8,413	7,623
Fixtures and fittings depreciation	1,305	2,249	3,554	3,087
Motor Vehicles depreciation	-	877	877	2,632
Rent	30,523	23,915	54,438	46,492
Computer & IT	5,000	628	5,628	6,276
Telephones and Communications	3,947	-	3,947	2,450
Postage and stationery	1,000	87	1,087	1,169
Travel and subsistence	243	-	243	365
Repairs and renewals	2,208	-	2,208	2,477
Sundry expenses	4,675	197	4,872	6,693
Bank charges and interest	-	174	174	186
Insurance	2,000	229	2,229	1,850
Subscriptions	297	-	297	515
Waste collection	1,000	357	1,357	1,289
ASH Project (excluding salaries)	-	1,776	1,776	5,950
WRAP Project	1,668	-	1,668	-
Covid-19 Fund Projects	4,408	-	4,408	-
Website Development & Upgrade	1,350	-	1,350	-
Abbeyfield Trust Project	-	-	-	7,971
ESF Directions Project	6,000	-	6,000	8,550
Femme 2 You Project	795	-	795	3,011
Rathbone Trust Laundry room	-	-	-	841
Independent examination	-	1,200	1,200	1,200
	324,149	107,610	431,759	418,004

5. SUPPORT COSTS

	Staff Costs	Other Costs	Total 2021	Total 2020
	£	£	£	£
Charitable activities	314,779	116,980	431,759	418,004
	314,779	116,980	431,759	418,004

Staff costs 2021 are made up of £287,749 of gross wages; £20,708 of Employers National Insurance; and £6,322 of Employers Pension contributions.

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2021	2020
	£	£
Depreciation and amortisation	15,662	15,978
Accountancy - Independent examination	1,200	1,200

7. STAFF COSTS

	2021	2020
	£	£
The cost of employing staff, including trustees, was:		
Wages	314,779	303,945
	314,779	303,945

No employees received emoluments above £60,000.

Trustees received no remuneration during the year.
No Trustees received any reimbursement of expenses.

The average weekly number of employees during the period was:

	2021	2020
	No.	No.
Management and directors	2	2
Administrative	10	10
	12	12

8. TANGIBLE FIXED ASSETS

	Leasehold Improvement £	Fixtures & Fittings £	Computer Equipment £	Motor Vehicles £	Total £
VALUE AT COST					
At 30th November 2020	27,366	34,483	27,830	7,895	97,574
Additions	885	-	5,065	-	5,950
Disposals	-	-	-	-	-
At 30th November 2021	28,251	34,483	32,895	7,895	103,524
AMORTISATION					
At 30th November 2020	10,097	20,288	14,657	7,018	52,060
Disposals		-	-	-	-
Charge for the period	2,818	3,554	8,413	877	15,662
At 30th November 2021	12,915	23,842	23,070	7,895	67,722
NET BOOK VALUE					
At 30th November 2021	15,336	10,641	9,825	-	35,802
At 30th November 2020	17,269	14,195	13,173	877	45,514

All fixed assets are used to further the charity's objectives.

9. DEBTORS

	2021 £	2020 £
Prepayments	363	4,429
	363	4,429

10. CREDITORS: Amounts falling due within one year

		2021 £	2020 £
Accruals			
Social Security costs		7,109	5,765
Workplace Pension Contributions		1,444	1,188
Rent Lease Renewal Adjustment	Provision	4,072	-
Lloyds Bank Multi-pay Corporate	Card Account	87	1,471
		12,712	8,424

11. RESTRICTED FUNDS

	01/12/20	Income	Depn. / Expenses	Fund Transfers	30/11/21
	£	£	£	£	£
PSS (UK) – NPS Interventions	-	103,090	(76,496)	-	26,594
John Moores Foundation	2,500	6,000	(7,000)	-	1,500
Steve Morgan Foundation	-	21,331	(21,331)	-	-
Wirral BC – CEO Funding	-	30,000	(30,000)	-	-
Wirral BC – Domestic Abuse EA	-	6,500	(6,500)	-	-
Wirral BC – Domestic Abuse TYW	-	7,333	(7,333)	-	-
Merseyside CRC	-	11,581	(11,581)	-	-
MOJ - Women's Community Sector	-	30,000	(30,000)	-	-
Merseyside PCC – ASH Project	1,999	-	(1,999)	-	-
Merseyside PCC – Two Tier Disposals	-	15,000	(15,000)	-	-
Learning Foundry – Kickstart Scheme	-	750	(750)	-	-
Abbeyfield Trust	31,443	-	(4,952)	-	26,491
Magenta Living	-	21,200	(7,867)	-	13,333
ESF / Women's Organisation	4,302	34,166	(34,166)	-	4,302
Media Trust	-	2,000	(1,470)	-	530
Merseyside PCC – Stonehaven	40,000	41,004	(67,336)	-	13,668
Rathbone Trust	1,974	-	(368)	-	1,606
	82,218	329,955	(324,149)	-	88,024

Purposes of restricted funds

PSS (UK) – NPS Interventions
National Probation Service Women's Services Interventions services contract for Merseyside and Cheshire West for a total of £1,081,563 over 5 years from June 2021, to contribute to the salary costs of full-time staff, rent, general running expenses, training, travel, admin services, and overheads.

John Moores Foundation
John Moores Foundation offered a grant of £6,000 for one year towards the cost of staff salaries, for the period March 2021 to February 2022.

Steve Morgan Foundation
Steve Morgan Foundation offered grants of £12,745 per annum (Aug 2020 to July 2021), £25,490 per annum (Aug 2021 to July 2023), and £10,409 (May 2020 to April 2021) towards salaries of Empowerment Advisors for Domestic Abuse and Tomorrow's Young Women.

Wirral BC
Wirral Borough Council offered grants of £30,000 per annum (April 2021 to March 2022) towards CEO salary, £6,500 per annum (April 2021 to March 2022) towards a Domestic Abuse Empowerment Officer salary, and £7,333 (April 2021 to March 2022) for a Domestic Abuse Counselling programme for the Tomorrow's Young Women project.

Merseyside CRC
Merseyside Community Rehabilitation Company offered a grant of £11,581 (until June 2021) towards the salary of an Unpaid Worker Scheme Co-ordinator.

MOJ – Women's Community Sector
Ministry of Justice Women's Community Sector offered a grant of £30,000 contributing to rent, training, and Office Manager salary (to March 2021).

RESTRICTED FUNDS (continued)

Purposes of Restricted Funds Continued

Merseyside Police & Crime Commissioner – ASH Project
The Police & Crime Commissioner for Merseyside offered a grant of £40,000 in 2018 for the ASH (Action on Street Health) project.

Merseyside Police and Crime Commissioner – Two Tier Disposals
The Police & Crime Commissioner for Merseyside offered a grant of £15,000 from March 2021 as a salary contribution for providing two-tier out of court disposal framework services.

Learning Foundry
Salary contributions and costs for an administration employee under the Kickstart scheme for 6 months from October 2021 to March 2022.

Abbeyfield Trust
Abbeyfield Trust offered a grant of £50,000 in December 2018 towards the cost of refurbishing the TWW Inspiration Hall and catering facilities, public address system and lighting, and improving storage facilities.

Magenta Living
Magenta Living offered a grant of £21,200 per annum for two years to July 2023 as contribution towards an Empowerment Advisor salary and IDVA training costs.

European Social Fund / Women's Organisation
ESF / Women's Organisation offered funding for the Directions Project Women's Work in Progress, over three years to September 2022.

Media Trust
Media trust offered a grant of £2,000 in June 2021 as a contribution towards website development design and support/hosting fees.

Merseyside Police and Crime Commissioner - Stonehaven
Merseyside PCC offered a grant of £40,000 (part 1: 2020) and £41,004 (part 2: 2021) under the Operation Stonehaven Programme, towards salaries and expenses for the Tomorrow's Young Women project.

Rathbone Trust
Rathbone Trust offered a grant of £3,000 in August 2019 as a contribution towards the cost of refurbishing and re-equipping the centre's laundry room and facilities.

12. UNRESTRICTED FUNDS

	30/11/20	Income	Expenses	Fund Transfers	30/11/21
	£	£	£	£	£
Funds	403,343	138,105	(107,610)	-	433,838

Unrestricted funds are incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

13. TAXATION

The company is a Registered Charity and is not liable to U.K. Corporation Tax.

14. ANALYSIS OF NET ASSETS BETWEEN RESTRICTED AND UNRESTRICTED FUNDS

	Restricted £	Unrestricted £	Total £
2021			
Fixed assets	22,913	12,889	35,802
Current assets	65,111	420,949	486,060
Total 2021	88,024	433,838	521,862
2020			
Fixed assets	29,965	15,549	45,514
Current assets	52,253	387,794	440,047
Total 2020	82,218	403,343	485,561

15. RELATED PARTY TRANSACTIONS

During the year there were no related party transactions.
During the year, the Key Management Personnel were compensated £101,933.

16. POST BALANCE SHEET EVENTS

The Financial Statements were approved by the Board of Trustees on 31st July 2022

17. COMPARATIVE OF THE STATEMENT OF FINANCIAL ACTIVITY (Prior Year)

	Restricted £	Unrestricted £	Total 2020 £
INCOME			
Donations and legacies	-	26,263	26,263
Income from investments	-	3,081	3,081
Income from charitable activities	352,121	138,796	490,917
TOTAL INCOME AND ENDOWMENTS	352,121	168,140	520,261
EXPENDITURE			
Expenditure on Charitable Activities	332,942	85,062	418,004
TOTAL EXPENDITURE	332,942	85,062	418,004
Net Income/(Expenditure)	19,179	83,078	102,257
Balances brought forward at 1st December 2019	63,039	320,265	383,304
Balances carried forward at 30th November 2020	82,218	403,343	485,561

TOMORROW'S WOMEN

England & Wales - Charity number 1148800

Accounts

TOMORROW'S WOMEN WIRRAL
(A company Limited by Guarantee and not having a share capital)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30th NOVEMBER 2020

Registered Company No: 08039787 (England & Wales)
Registered Charity No: 1148800

REPORT OF THE DIRECTORS/TRUSTEES OF TOMORROW'S WOMEN FOR THE YEAR END 30TH NOVEMBER 2020

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The following does not form part of the statutory accounts:

Detailed Income and Expenditure Account

Reference and Administration Details

Registered Charity Number: 1148800

Registered Company Number: 08039787

Principal office:	St Laurence's School, Beckwith Street East, Birkenhead, CH41 3JE
Independent Examiners:	McEwan Wallace Ltd, 68 Argyle Street Birkenhead, Wirral CH41 6AF
Bankers	Unity Trust Bank, 9 Brindley Place, Birmingham, B1 2HB
Solicitors	Moorcrofts Solicitors, 30 Hamilton Square, Birkenhead, Wirral, CH41 6AZ
Trustees	Trustees who served during the year were:

Mrs M Thompson – Chair
Mr K V Sweeney – Treasurer
Ms D Barry
Mrs F Flanagan
Mrs SE Hayes
Mrs SR Jones
Mrs L Jones
Mrs CM Little
Mr C Lucan-Pratt
Mr JC Sweeney
Mr A Woodcock
Ms T Hayes (Appointed 19th November 2019)

Secretary:	Mrs C Kelly	(Terminated 17th April 2020)
	Ms A Parry	(Appointed 17th April 2020)

Report of Directors and Trustees

The Trustees have pleasure in presenting their Annual Report and Accounts for the year ended 30th November 2020.

Public Benefit

When planning activities, the Trustees are mindful of the Charity Commission's guidelines on Public Benefit and have complied with the duty of the Charity in Section 17 (5) of the Charities Act 2011, Trustee declaration–Automatic disqualification rules changed by the Charities (Protection and Social Investment) Act 2016 and follows the new General Data Protection Regulation (GDPR) and Data Protection Act 2018.

The Charity's principal activity is to promote social inclusion for the public benefit by preventing women normally (though not exclusively) resident on Wirral from becoming socially excluded and assisting them to integrate into society. The beneficiaries may have become socially excluded or be at risk of exclusion, as a result of one or more of the following factors: crime, unemployment, financial hardship, substance abuse or dependency including alcohol or drugs, poor educational or skills attainment, domestic abuse, relationship or family breakdown. The Charity also promotes the education and rehabilitation of beneficiaries who have been subject to a criminal charge and have suffered a restriction of liberty in the community or in a penal or correctional institution.

Mission, Aims, Objectives and Activities

Mission

To deliver a comprehensive, women centred approach to minimising female imprisonment, offending and disadvantaged life experiences

Purposes and Aims

Our Charity's purpose is to deliver a comprehensive, women-centred approach to minimising female imprisonment and offending. We aim to do this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources.

Ensuring our work delivers our aims

Aims, objectives and activities are reviewed annually, considering both quantitative and qualitative data, plus known outcomes. The review assists in ensuring our aim, objectives and activities remain focused on our stated purposes.

The focus of our work

Our main objectives for the year were to continue to develop and provide a comprehensive woman centred approach to minimising female imprisonment through providing support and utilising community services within Tomorrow's Women Wirral (TWW).

Strategies used to meet these objectives included:

Implementing and sustaining integrated partnerships with local groups to provide support and educational services for the benefit of our women.

Provide a comfortable, supportive, safe environment for women during the day.

To develop further our excellent partnership work with MCRC in delivering a gold standard Community Payback Project for women sentenced by the Courts to perform unpaid hours of work.

Who Used and Benefitted From Our Services?

TWW is designed to benefit all women in the community, not just women involved in or on the periphery of the Criminal Justice System e.g., student placements, volunteers, women wanting to make positive lifestyle choices and changes etc. However, TWW has at its heart, a commitment to reduce female imprisonment, female offending and provide support and assistance to those women who are in recovery. Research indicates that whilst drug and alcohol plays a part in all offending, it is significantly more so with women offenders.

Highlighted by the women with whom TWW work and the statutory agencies within Wirral, TWW Board of Trustees decided to introduce a new evening Project, 'Tomorrow's Young Women' (TYW). This project closes a gap in provision for young women aged 14 to 17 years.
TYW was due to be launched in September 2020 but due to the Covid Pandemic this was amended to a Virtual Launch taking place with a full face to face launch planned as soon as it is safe to do so.

TWW offers space in which partners can work with women, who may have multiple complex problems, to make best use of resources. Up to November 2020 TWW was engaging with over 195+ different partners and agencies. Merseyside CRC Interserve Justice along with National Probation Service have a dedicated team of Offender Managers who are hosted on the premises, who supervise female offenders subject to Community Orders and Licence Conditions. Merseyside CRC and NPS statistics continue to indicate a very positive improvement in compliance with court orders. TWW Empowerment Advisers (EAs) are the cornerstones of the success and compliance rates of these women.

Attendance and Referrals

Prior to closure in March 2020 due to Covid 19, there had been 462 new referrals received from 01.12.19. Since then, referrals have continued to grow due to desperate need of women who required support during the pandemic period. Referrals have continued to be received from a myriad of sources (e.g. GP's, Hospitals, Social Care, Family Support Groups, Health Clinics, Police, Churches, Schools and Self-Referrals etc.). There have been a further 323 new referrals. This high figure indicates the need for provision. TWW have provided resources continually and consistently throughout the pandemic period remaining open for scheduled appointments and crisis visits.

Courses, Programmes and Opportunities

Core Programme deliveries are designed to address the recognised criminogenic factors as below: -
Attitudes
Thinking and Behaviours
Education, Employment and Training
Relationships
Drug and Alcohol
Accommodation
Finance
Emotional Wellbeing
Lifestyle and Associates
Health and other factors
We have repackaged the way in which we deliver the programmes and interventions to accommodate the individual learning styles of the women and in recognition of their life experiences which are frequently characterised by negative experiences at school, poor self-image and low self-esteem. TWW acknowledges the positive impact that women who have no offending history can have upon others, so they are also fully integrated within TWW delivery.

Mental Health – approximately 673 attendances
Emotion Management Support
Mindfulness
Bereavement Support
NHS Merseycare Support
Coping with Bi-polar
Working with Self-harm
Red to Pink – Anger Management
A Better You

Domestic Abuse – approximately 331 attendances
Finding Me
Domestic Abuse Support group
RASA
Family Safety
Police Drop-In

Alcohol & Drug: approximately 147 attendances
Positive Women Around Substance Misuse
Sanctuary
Alcohol and Me

Employment & Education – approximately 473 attendances
Skills for Life
Talent match
Households into Work
Level 2 Preparing to Work in Adult Social Care
Goals – Steps to Success
IT/Digital Skills and Awareness
Mentoring Course

Parenting – approximately 87 attendances
Family Support Group – Parenting Around Social care
Happy Healthy Homes
My Child & Me

Better Off Finance Budgeting - approximately 120 attendances
Help with DWP Forms
CAP
Better Off Finance Budgeting
Money & Me – Money Matters
Money & Debt Advice
Job centre Plus – Benefits
United Utilities Support

Housing/Accommodation - approximately 37 attendances
Regenda Housing
Whitechapel Housing
Excel Housing

Physical Health & Well-being - approximately 3,319 attendances
Guided Meditation
Confident You
Well-being Pamper, Nails Pamper
Reflexology
Tranquillity
Laughter Therapy
Healthy for Life Programme
Sexual Health, Walk in Clinic - Nurse
Art Therapy
Health & Well being
Boxercise, Zumba, HIT, Legs Bums & Tums, Hula Hoop, Mixed Aerobics
Introduction to Pedicure
Hairdresser
Gardening
Good Mood Food, Cooking from Scratch
Wirral Social Prescribing Scheme (COPD)
Indian Head Massage, Holistic Therapy

Personal Social & Skills Update – approximately 664 attendances
Tea & Memories
Floristry
Drama
Empowering Voices – Choir
Stitch in Time
Crafts
Origami
Crochet – Knit & Natter
Community Connectors

Other - approximately 129 attendances
Solicitor Drop-in
First Aid
Welfare Call Database

Also, through our Partnerships with Merseyside CRC, Wirral Metropolitan College, TWW provides opportunities for women to enrol on College courses by offering taster courses at the Centre. For example:-

Women have completed and received certificates in the following:
Red to Pink
Finding Me
Confident You
Level 2 in Food Safety & Hygiene
Mental Health & Wellbeing & Me
Level 2 Preparing to Work in Adult Social Care

Annual Award Celebrations were held during Tomorrow's Women's AGM congratulating Women on their Progress and achievements.

Ash Project - Action on Street Health
Our unique design model continues to attract attention by giving support to the local community. One example is TWW ASH – a sex workers Outreach Project (funded by Merseyside Police and their Community Cash Back Fund).

Funding has continued this year to enable TWW to continue running a mini-van offering on street, non-judgemental advice, guidance and assistance.
TWW Staff go out on Outreach once weekly due to Covid-19 restrictions – Tuesday night.
And Staff have delivered 90.05 hours Outreach support and have engaged approximately with 39 sex workers.

Events 01.12.19 – 17.03.20

Unfortunately, TWW's well known and extremely well attended events were reduced significantly due to Covid Pandemic, however prior to closing the doors to the public we were able to hold the annual: -

Christmas party – 147 attendances
International Women's Day – 191 attendances

Progress to Date

In Partnership with HMCTS, National Probation Service and MCRC, Rehabilitation Activity Requirements (RARs) are delivered from TWW. This represents a sentencing option for Wirral Magistrates, Liverpool and Chester Crown Courts which is designed to assist in diverting women from custody. All aspects required for RAR completion is carried out at TWW to complement the work of Senior/Case Managers and Probation Officers. This allows all women to integrate with other females within the safe confines of our TWW Charity to learn and share experiences to avoid offending/reoffending.

The RARs provide a series of targeted interventions which are tailored to the individual female offender's needs through a multi- agency, multi- disciplinary, problem solving approach to:

- Address reasons for offending.
- Reduce the risk of re-offending and break the cycle of female offending.
- Improve compliance with Orders and facilitate engagement with agencies; and
- Tackle the problem of intergenerational crime.

Despite the Pandemic, information received from Merseyside CRC and NPS confirm significant successful outcomes in CJ Orders due to our targeted contribution and partnership work. Emergency Delivery Models were quickly put in place, consisting of new IT equipment, new Smart Mobile telephones, TWW Programmes and Courses adapted to be delivered virtually and in socially distanced small groups, adhering to Government Guidelines and Health and Safety Risk Assessments at all times.

The typical profile of women within our target group is that they have multiple complex problems. Research shows that the women will probably have experienced between four and six of the following and will often have had negative experiences with agencies making them reluctant to seek help despite the magnitude of their problems.

- Low self-esteem and self-worth
- Social exclusion/isolation
- Poor anger control and parenting skills
- Violence/abuse
- Traumatised behaviour
- Alcohol/drug misuse
- History of being exploited.
- Poor housing
- Lack of skills
- Massive experience of loss.
- Lack of opportunities for training and or employment

Strategic Targets

Strategic Targets for 2020 were successfully implemented.

Strategic Targets for 2021 Focusing on Recovery Plan for exiting Covid Pandemic.

- Recruitment of additional staff to anticipate increase of demand and growth of TWW following the pandemic.
- Recruitment Estate Manager
- Additional Storage facilities
- Enhance Car Parking Security
- Live launch of the Tomorrow's Young Women Project
- Continue Sexual Health Provision

Awards and Celebration

Trustees extol the amazing dedication of Staff to our stated Mission, Purposes and Aims. When National Government Lockdown Rules prevented our target group from coming to the centre, our amazing staff thought and worked in an oblique manner.

119 personal hygiene hampers were distributed to women in their homes plus opportunity for expression of difficulties which staff could address.

Programmes, Courses, and wellbeing opportunities increased online with tremendous take-up.

119 of women suffering with emotional and mental health problems were supported via in depth telephone conversations.

Our forward thinking, hardworking, dedicated, female staff are to be congratulated and celebrated. Trustees are rightly proud of these very special women!

Financial Review

Total income for the year amounted to £520,261 with an annual net surplus recorded of £ 102,257.
The charity aims to utilise reserves and maximise income in 2020/2021 thereby continuing to provide its excellent service.

Reserves policy

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity, at a minimum level which equates to approximately three months of expenditure, to ensure that the charity can continue to operate should difficulties in receiving income occur in the short term. As expenditure in 2020/21 is projected to be at an increased level to 2019/20 given the increase in headcount and staff (2020: £418,004 see SOFA page 14, Total Expenditure), this would equate to c. £125,000.

Actual unrestricted reserves held at the year-end amounted to £403,343 (see Note 12), £15,549 of which was tied up in fixed assets (see Note 14). This equates to approximately 9.3 months of predicted 2020/21 expenditure.

The Trustees consider that these overall reserves provide sufficient funds to cover management and administration support costs for the minimum period and aim to maintain the reserves at these levels for the foreseeable future and seek to ensure a greater proportion of these reserves are held in liquid form going forward. They aim to continue examining potential further partnerships which are deemed to be beneficial to the women.

Structure Governance and Management

Organisational Structure

The Board of Trustees, which has members from a variety of relevant backgrounds, held six meetings and are responsible for the strategic direction and policy of TWW.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rest with the Operations Manager and the Chief

Executive Officer in conjunction with the Chair. The Chief Executive Officer and Chair are responsible for ensuring that TWW delivers the services specified and that key performance indicators are met.

Trustees' Responsibilities in relation to Financial Statements

Trustees are responsible for preparing the financial statements led by the Treasurer in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice.

Company Law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of TWW and of the surplus or deficit of TWW for the period.

In preparing the statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Centre will continue in operation.

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

Signed on behalf of the Board:

Mrs M Thompson
Chair Tomorrow's Women Wirral
Date 16th March 2021

Independent examiner's report to the Trustees of Tomorrow's Women Wirral

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

K P Billington

Kris Billington FCA FCCA FPC
McEwan Wallace Charted Accountants
68 Argyle Street
Birkenhead
Wirral CH41 6AF
Date: 7 June 2021

TOMORROW'S WOMEN WIRRAL
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30TH NOVEMBER 2020

	Notes	2020	2019
		£	£
INCOME			
Donations	2	26,263	39,639
Grants receivable	3	490,917	410,300
		517,180	449,939
EXPENDITURE			
Charitable activities		416,804	378,113
Governance costs		1,200	1,200
	4	(418,004)	(379,313)
SURPLUS / (DEFICIT) ON ORDINARY ACTIVITIES		99,176	70,626
Other interest receivable and similar income		3,081	2,687
NET SURPLUS ON ORDINARY ACTIVITIES		102,257	73,313

No activities were discontinued during the year.

TOMORROW'S WOMEN WIRRAL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH NOVEMBER 2020

	Notes	Restricted	Unrestricted	2020	2019
				Total	Total
		£	£	£	£
INCOME AND ENDOWMENTS					
Income from charitable activities:					
Grants receivable	3	352,121	138,796	490,917	410,300
Other income					
Donations and legacies	2	-	26,263	26,263	39,639
Investment		-	3,081	3,081	2,687
Total Income and Endowments		352,121	168,140	520,261	452,626
EXPENDITURE					
Expenditure on charitable activities	4	332,942	85,062	418,004	379,313
TOTAL EXPENDITURE		332,942	85,062	418,004	379,313
Net movement in funds		19,179	83,078	102,257	73,313
Balances brought forward at 1st December 2019		63,039	320,265	383,304	309,991
Balances carried forward at 30th November 2020		82,218	403,343	485,561	383,304

TOMORROW'S WOMEN WIRRAL (Company Number 08039787) (Charity Number 1148800)
BALANCE SHEET
AS AT 30TH NOVEMBER 2020

	Notes	2020		2019	
		£	£	£	£
FIXED ASSETS					
Tangible assets	8		45,514		33,151
CURRENT ASSETS					
Debtors	9	4,429		4,450	
Cash at bank and in hand		444,042		361,914	
TOTAL CURRENT ASSETS		448,471		366,364	
CREDITORS: Amounts falling due within one year	10	(8,424)		(16,211)	
NET CURRENT ASSETS / (LIABILITIES)			440,047		350,153
TOTAL ASSETS LESS CURRENT LIABILITIES			485,561		383,304
NET ASSETS			485,561		383,304
FUNDS					
Unrestricted funds	12		403,343		320,265
Restricted funds	11		82,218		63,039
			485,561		383,304

For the year ending 30th November 2020 the charitable company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with Section 476 of the Companies Act 2006. The Directors/Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard 102 Section 1A

Approved by the board on 16th March 2021 and were signed on its behalf by:

Mrs M Thompson
Chair Tomorrow's Women Wirral

TOMORROW'S WOMEN WIRRAL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30TH NOVEMBER 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	110,470	91,095
Net cash from operating activities		110,470	91,095
Cash flows from investing activities			
Purchase of tangible assets		(28,342)	(20,102)
Net cash used in investing activities		(28,342)	(20,102)
Increase/(decrease) in cash and cash equivalents		82,128	70,993
Cash and cash equivalents at beginning of year	2	361,914	290,921
Cash and cash equivalents at end of year	2	444,042	361,914

TOMORROW'S WOMEN WIRRAL
NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 30TH NOVEMBER 2020

1. RECONCILIATION OF SURPLUS TO CASH GENEREATED FROM OPERATIONS

	2020 £	2019 £
Net income/(expenditure)	102,257	73,313
Depreciation	15,979	7,181
	118,236	80,494
(Increase)/Decrease in debtors	21	263
Increase/(Decrease) in creditors	(7,787)	10,338
Cash generated from operations	110,470	91,095

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 30 November 2020

	2020 £	2019 £
Cash and cash equivalents	444,042	361,914

TOMORROW'S WOMEN WIRRAL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH NOVEMBER 2020

1. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, and the Companies Act 2006. The Financial statements, incorporating a Statement of Financial Activities, have been prepared in accordance with Statement of Recommended Practice SORP FRS 102 – "Accounting and Reporting by Charities."

The financial statements have been prepared as a going concern and will continue to for at least twelve months after the signing of the accounts.

b) Statutory information

The organisation is a registered Charity and a company limited by guarantee, registered in England and Wales. The liability in respect of the guarantee as set out in the memorandum is limited to £1 per member of the company. The company's registered number; charity registered number and registered office can be found on the 'Reference and administration details' on page 2.

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

c) Income

Intangible income, which comprises donated services, is included in income at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Gifts in kind comprised of assets, repairs, stationery and utilities donated for the use of the Charity are included at valuation and recognised as income in the year they are receivable.

Income from grants, donations and other income is included when receivable.

d) Expenditure

The cost headings comprise expenditure, including staff costs, directly attributable to the organisation's activity. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of the resources.

- Generating funds include the costs incurred in order to hold fundraising events.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services.

e) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the organisation.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

All income and expenditure is shown in the Statement of Financial Activities.

The nature and purpose of each fund is fully explained in notes 11 and 12.

f) Income and expenditure

All income and expenditure is accounted for on the accruals basis.

g) Significant judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future.

The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below;

When an asset is purchased it is categorised into an asset class, the depreciation policy of each class estimates the economic life of all assets within the class. The depreciation policy of each asset class is determined by management and reviewed regularly for appropriateness. The depreciation policy adopted is based on historical experience as well as considering the future events which may impact the useful economic life of all assets within each class, such as changes in market demands.

h) Fixed assets

Depreciation is calculated to write off the cost or valuation, less estimated residual values, of tangible fixed assets over their estimated useful lives to the charity. The annual depreciation rates and methods are as follows:

Leasehold improvements	- 10% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost
Motor Vehicles	- 33% on cost

Assets are carried in the balance sheet at written down historical cost.

Gifted assets are capitalised if valued over £250 at the point of receipt.

Impairment reviews are carried out on assets where an indication is given that the recoverable amount is below the net book value. No assets have been subject to impairment to date.

i) Financial instruments

The following assets and liabilities are classified as financial instruments: prepayments, accruals, and other creditors.

Financial assets and liabilities that are measured at amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss in recognised in the Statement of Financial Activities, and the historic cost is included in the notes to the accounts.

2. VOLUNTARY INCOME

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Donations & appeals	-	26,263	26,263	39,639
	-	26,263	26,263	39,639

3. GRANTS RECEIVABLE

	Restricted 2020	Unrestricted 2020	Total 2020	Total 2019
	£	£	£	£
Wirral BC	28,889	4,300	33,189	22,776
Big Lottery	110,178	-	110,178	146,904
Merseyside CRC	19,690	115,496	135,186	154,692
Steve Morgan Foundation	24,271	-	24,271	20,928
Police & Crime Commissioners	60,405	-	60,405	-
John Moores Foundation	10,000	-	10,000	10,000
NOMS Probation Service	24,520	-	24,520	-
ESF / Women's Organisation	33,824	-	33,824	-
Big Lottery Community Fund	9,180	-	9,180	-
AB Charitable Trust	-	10,000	10,000	-
National Lottery Covid-19 Fund	8,500	-	8,500	-
Wirral PV Covid-19 Fund	9,500	-	9,500	-
PH Holt Foundation	3,960	-	3,960	-
Wirral Chamber	-	4,000	4,000	-
Wirral BC PCC	4,204	-	4,204	-
Clinks Covid-19 Fund	5,000	-	5,000	-
Savills UK	-	5,000	5,000	-
Abbeyfield Trust	-	-	-	50,000
Rathbone Trust	-	-	-	3,000
MCT Medicash	-	-	-	2,000
	352,121	138,796	490,917	410,300

4. RESOURCES EXPENDED - CHARITABLE ACTIVITIES

	Restricted	Unrestricted	Total 2020	Total 2019
	£	£	£	£
Staff costs	262,075	41,870	303,945	269,502
Training	-	795	795	287
Leasehold improvements deprec'n	1,886	750	2,636	1,641
Computer equipment depreciation	2,428	5,195	7,623	2,617
Fixtures and fittings depreciation	2,715	372	3,087	291
Motor Vehicles depreciation	2,632	-	2,632	2,632
Rent	27,342	19,150	46,492	46,492
Computer & IT	1,710	4,566	6,276	4,422
Telephones and Communications	1,500	950	2,450	1,719
Postage and stationery	1,000	169	1,169	2,835
Travel and subsistence	-	365	365	1.954
Repairs and renewals	500	1,977	2,477	2,738
Sundry expenses	4,400	2,294	6,694	9,783
Bank charges and interest	-	186	186	202
Insurance	-	1,850	1,850	1,674
Subscriptions	160	355	515	1,007
Waste collection	-	1,289	1,289	1,753
ASH Project	4,221	1,729	5,950	17,240
Building Capabilities Project	-	-	-	660
Abbeyfield Trust Project	7,971	-	7,971	8,664
ESF Directions Project	8,550	-	8,550	-
Femme 2 You Project	3,011	-	3,011	-
Rathbone Trust Laundryroom	841	-	841	-
Independent examination	-	1,200	1,200	1,200
	332,942	85,062	418,004	379,313

5. SUPPORT COSTS

	Staff Costs £	Other Costs £	Total 2020 £	Total 2019 £
Charitable activities	303,945	114,059	418,004	379,313
	303,945	114,059	418,004	379,313

Staff costs 2020 are made up of £277,561 of gross wages; £20,227 of Employers National Insurance; and £6,157 of Employers pension contributions.

6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2020 £	2019 £
Depreciation and amortisation	15,978	7,181
Accountancy - Independent examination	1,200	1,200

7. STAFF COSTS

	2020 £	2019 £
The cost of employing staff, including trustees, was:		
Wages	303,945	269,502
	303,945	269,502

No employees received emoluments above £60,000.

Trustees received no remuneration during the year.
No Trustees received any reimbursement of expenses.

The average weekly number of employees during the period was:

	2020 No.	2019 No.
Management and directors	2	2
Administrative	10	10
	12	12

8. TANGIBLE FIXED ASSETS

	Leasehold Improvemnt £	Fixtures & Fittings £	Computer Equipment £	Motor Vehicles £	Total £
COST					
At 30th November 2019	26,166	18,574	16,598	7,895	69,233
Additions	1,200	15,909	11,232	-	28,341
Disposals		-	-	-	-
At 30th November 2020	27,366	34,483	27,830	7,895	97,574
AMORTISATION					
At 30th November 2019	7,461	17,201	7,034	4,386	36,082
Disposals		-	-	-	-
Charge for the period	2,636	3,087	7,623	2,632	15,978
At 30th November 2020	10,097	20,288	14,657	7,018	52,060
NET BOOK VALUE					
At 30th November 2020	17,269	14,195	13,173	877	45,514
At 30th November 2019	18,705	1,373	9,564	3,509	33,151

All fixed assets are used to further the charity's objectives.

9. DEBTORS

	2020 £	2019 £
Prepayments	4,429	4,450
	4,429	4,450

10. CREDITORS: Amounts falling due within one year

	2020 £	2019 £
Accruals	-	-
Social Security costs	5,765	5,919
Workplace Pension Contributions	1,188	1,172
Lloyds Bank Multipay Corporate Card Account	1,471	9,120
	8,424	16,211

11. RESTRICTED FUNDS

	01/12/19	Income	Depn. / Expenses	Fund Transfers	30/11/20
	£	£	£	£	£
Big Lottery Empowering Women	7,980	110,178	(118,158)	-	-
John Moores Foundation	2,500	10,000	(10,000)	-	2,500
ASDA Foundation	800	-	(800)	-	-
Steve Morgan Foundation	-	24,271	(24,271)	-	-
Wirral BC	-	42,593	(42,593)	-	-
Merseyside CRC	-	19,690	(19,690)	-	-
Police & Crime Commissioners	8,218	3,905	(10,124)	-	1,999
Big Lottery Funds	314	17,680	(17,994)	-	-
St Helens MBC	584	-	(584)	-	-
Abbeyfield Trust	39,643	-	(8,200)	-	31,443
Clinks	-	5,000	(5,000)	-	-
ESF / Women's Organisation	-	33,824	(29,522)	-	4,302
P H Holt Foundation	-	3,960	(3,960)	-	-
NOMS Probation Service	-	24,520	(24,520)	-	-
Merseyside PCC	-	40,000	-	-	40,000
Rathbone Trust	3,000	-	(1,026)	-	1,974
Merseyside PCC	-	16,500	(16,500)	-	-
	63,039	352,121	(332,942)	-	82,218

Purposes of restricted funds

Big Lottery

The Big Lottery offered a grant to TWW for the Empowering Women project in total of £440,712 over 3 years (ending September 2020) to contribute to the salary costs of full time staff, in addition to general running expenses, training, travel, consultancy, advice and overheads.

John Moores Foundation

John Moores Foundation offered a grant of £10,000 per annum for two years towards the cost of staff salaries.

Asda Foundation

The ASDA Foundation made a contribution of £8,172 towards the capital costs of developing the Inspiration Hall.

Steve Morgan Foundation

Steve Morgan Foundation offered grants of £12,745 per annum and £10,409 per annum towards salaries of Empowerment Advisors for Domestic Abuse and Tomorrow's Young Women.

Wirral BC

Wirral Borough Council offered grants of £30,000 per annum towards CEO salary, £9,500 per annum towards a Communication Officer salary, and £4,204 for a Domestic Abuse Perpetrator programme.

Merseyside CRC

Merseyside Community Rehabilitation Company offered a grant of £19,690 towards the salary of an Unpaid Worker Scheme Co-ordinator.

11. RESTRICTED FUNDS (continued)

Purposes of restricted funds (continued)

Police & Crime Commissioner
The Police & Crime Commissioner for Merseyside offered a grant of £40,000 for the ASH (Action on Street Health) project.

Big Lottery
The Big Lottery offered grants of £9,710 for the TWW Tomorrow's Journalists project, and £8,500 for TWW Gone Digital project, and £9,180 for the WRAP project.

St Helens MBC
St Helens MBC offered a grant of £1,225 towards the cost of establishing the TWW New To You shop.

Abbeyfield Trust
Abbeyfield Trust offered a grant of £50,000 towards the cost of refurbishing the TWW Inspiration Hall and catering facilities, public address system and lighting, and improving storage facilities.

Clinks
Clinks offered a Covid-19 Response grant of £5,000 towards the Femme-2-you project.

European Social Fund / Women's Organisation
ESF / Women's Organisation offered funding for the Directions Project Womens' Work in Progress, over three years to September 2022.

P H Holt Foundation
P H Holt Foundation offered a 2020 Emergency Fund grant of £3,960 towards the Femme-2-you project.

NOMS Probation Service
NOMS Probation Service offered a grant of £24,520 to deliver two programmes.

Merseyside Police and Crime Commissioner
Merseyside PCC offered a grant of £40,000 under Operation Stonehaven towards salaries and expenses for the Tomorrow's Young Women project.

Rathbone Trust
Rathbone Trust offered a grant of £3,000 towards the cost of refurbishing and re-equipping the centre's laundry room and facilities.

Merseyside Police and Crime Commissioner
Merseyside PCC offered a grant of £16,500 for provision of the Two Tier out of court disposal programme.

12. UNRESTRICTED FUNDS

	30/11/19 £	Income £	Expenses £	Fund Transfers £	30/11/20 £
Funds	320,265	168,140	(85,062)	-	403,343

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

13. TAXATION

The company is a Registered Charity and is not liable to U.K. Corporation Tax.

14. ANALYSIS OF NET ASSETS BETWEEN RESTRICTED AND UNRESTRICED FUNDS

	Restricted £	Unrestricted £	Total £
2020			
Fixed assets	29,965	15,549	45,514
Current assets	52,253	387,794	440,047
Total 2020	82,218	403,343	485,561
2019			
Fixed assets	14,866	18,285	33,151
Current assets	48,173	301,980	350,153
Total 2019	63,039	320,265	383,304

15. RELATED PARTY TRANSACTIONS

During the year there were no related party transactions.
During the year, the Key Management Personnel were compensated £72,931.

16. OPERATING LEASE COMMITMENTS

At the reporting date the charity has outstanding commitments for future minimum lease payments under non-cancellable operating leases of £46,492 (2019: £46,492).

17. COMPARATIVE OF THE STATEMENT OF FINANCIAL ACTIVITY

	Restricted £	Unrestricted £	Total 2019 £
INCOME			
Donations and legacies	500	39,139	39,639
Income from investments	-	2,687	2,687
Income from charitable activities	278,243	132,057	410,300
TOTAL INCOME AND ENDOWMENTS	278,743	173,883	452,626
EXPENDITURE			
Expenditure on Charitable Activities	250,770	128,543	379,313
TOTAL EXPENDITURE	250,770	128,543	379,313
Net Income/(Expenditure)	27,973	45,340	73,313
Balances brought forward at 1st December 2018	35,066	274,925	309,991
Balances carried forward at 30th November 2019	63,039	320,265	383,304