



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

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

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 19 th November 2019)	
Secretary:	Mrs C Kelly Ms A Parry	(Terminated 17 th April 2020) (Appointed 17 th April 2020)

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

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

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.

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

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

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

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

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

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

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

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.

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

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
- Traumatized 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.

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

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

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

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

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

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 Chartered Accountants
68 Argyle Street
Birkenhead
Wirral CH41 6AF
Date: 7 June 2021

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

**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.

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

**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					
<i>Income from charitable activities:</i>					
Grants receivable	3	352,121	138,796	490,917	410,300
<i>Other income</i>					
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 1 st December 2019		63,039	320,265	383,304	309,991
Balances carried forward at 30 th November 2020		82,218	403,343	485,561	383,304

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

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

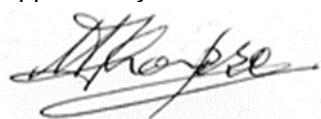
	Notes	2020		2019	
		£	£	£	£
FIXED ASSETS					
Tangible assets	8		45,514		33,151
CURRENT ASSETS					
Debtors	9	4,429		4,450	
Cash at bank and in hand		444,042		361,914	
TOTAL CURRENT ASSETS		448,471		366,364	
CREDITORS: Amounts falling due within one year	10	(8,424)		(16,211)	
NET CURRENT ASSETS / (LIABILITIES)			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

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

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

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

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

1. RECONCILIATION OF SURPLUS TO CASH GENERATED FROM OPERATIONS

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

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	<u>444,042</u>	<u>361,914</u>

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

**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.

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

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 is 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

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

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 Mediacash	-	-	-	2,000
	<u>352,121</u>	<u>138,796</u>	<u>490,917</u>	<u>410,300</u>

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
	<u>332,942</u>	<u>85,062</u>	<u>418,004</u>	<u>379,313</u>

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

5. SUPPORT COSTS

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

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	<u>1,200</u>	<u>1,200</u>

7. STAFF COSTS

The cost of employing staff, including trustees, was:

	2020 £	2019 £
Wages	303,945	269,502
	<u>303,945</u>	<u>269,502</u>

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	<u>10</u>	<u>10</u>
	12	12

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

8. TANGIBLE FIXED ASSETS

	Leasehold Improvement £	Fixtures & Fittings £	Computer Equipment £	Motor Vehicles £	Total £
COST					
At 30 th November 2019	26,166	18,574	16,598	7,895	69,233
Additions	1,200	15,909	11,232	-	28,341
Disposals		-	-	-	-
At 30 th November 2020	27,366	34,483	27,830	7,895	97,574
AMORTISATION					
At 30 th 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 30 th November 2020	10,097	20,288	14,657	7,018	52,060
NET BOOK VALUE					
At 30 th November 2020	17,269	14,195	13,173	877	45,514
At 30 th 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
	<u>4,429</u>	<u>4,450</u>

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
	<u>8,424</u>	<u>16,211</u>

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

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.

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

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.

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

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 £
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 1 st December 2018	35,066	274,925	309,991
Balances carried forward at 30 th November 2019	63,039	320,265	383,304