# STAFFORDSHIRE WOMEN'S AID

England & Wales · Charity number 1155364

## Details

| | |
|---|---|
| **Status** | Registered |
| **Legal form** | CIO |
| **Registered** | 2014-01-16 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | Stafford Womens Aid<br>PO Box 2387<br>Stafford<br>ST16 3WS |
| **Phone** | 0300 330 5959 |
| **Email** | enquiries@staffordshirewomensaid.org |
| **Website** | staffordshirewomensaid.org |

## Activities

**Objects:** 1) TO RELIEVE THE DISTRESS AND INCREASE THE SAFETY OF WOMEN AND CHILDREN WHO HAVE SUFFERED OR ARE EXPOSED TO DOMESTIC AND SEXUAL VIOLENCE AND ABUSE, BY THE PROVISION OF SUPPORT, ADVICE, TEMPORARY ACCOMMODATION AND ANY OTHER SERVICES OR ACTIVITIES WHICH MAY RELIEVE THEIR CIRCUMSTANCES, AND WHERE REQUIRED, WE WILL SUPPORT MEN IN THE SAME SITUATION.2) TO RELIEVE ANY WOMAN OR CHILD IN NECESSITOUS CIRCUMSTANCES WHO MAY BE TEMPORARILY HOMELESS BY MAKING GRANTS OF MONEY OR PROVIDING OR PAYING FOR ITEMS SERVICES OR FACILITIES AND BY THE PRESERVATION AND PROTECTION OF THEIR MENTAL AND PHYSICAL HEALTH IN SUCH WAYS AS SHALL RELIEVE THEIR NEED.3) TO EDUCATE THE PUBLIC IN THE CAUSES AND EFFECTS OF DOMESTIC AND SEXUAL VIOLENCE AND THE PREVENTION THEREOF AND TO UNDERTAKE OR CONTRIBUTE TO RESEARCH INTO SUCH MATTERS AND/OR PUBLISH THE USEFUL RESULTS OF SUCH RESEARCH.

**Activities:** Provision of support, advice and accommodation to women and children living with, escaping or recovering from the effects of domestic and sexual violence. Support also provided to male victims of domestic and sexual abuse. Also educate, research and raise awareness on issues related to domestic and sexual violence.

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## Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Accommodation/housing, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

## Geography

- Staffordshire

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2025-03-31 | £2,028,237 | £2,051,777 | £678,238 | 46 |
| 2024-03-31 | £1,623,254 | £1,576,067 | £701,778 | 39 |
| 2023-03-31 | £1,470,357 | £1,379,110 | £654,591 | 38 |
| 2022-03-31 | £1,425,339 | £1,298,939 | £563,344 | 36 |
| 2021-03-31 | £1,201,880 | £1,031,539 | £436,944 | 30 |

## Trustees

| Name | Role | Appointed |
|---|---|---|
| **Claire Rowcliffe** | Chair | 2014-01-13 |
| Dr Janis Mary Lomas | | 2024-05-16 |
| Dr Rizwana Yousaf | | 2023-11-27 |
| Dr Tracy Ann Lorraine Redpath | | 2024-05-16 |
| Linda Katherine Horne | | 2015-12-03 |
| SANDRA KAREN MORREY | | 2014-01-13 |

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**STAFFORDSHIRE WOMEN'S AID**

England & Wales - Charity number 1155364

# Accounts

# STAFFORDSHIRE WOMEN'S AID

## FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 MARCH 2025

**Charity Number: 1155364**

# STAFFORDSHIRE WOMEN'S AID
# FINANCIAL STATEMENTS
# FOR THE YEAR ENDED 31 MARCH 2025

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# STAFFORDSHIRE WOMEN'S AID
# FINANCIAL STATEMENTS
# FOR THE YEAR ENDED 31 MARCH 2025

## LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|---|---|
| **CHARITY NUMBER** | **1155364** (England and Wales) |
| **REGISTERED ADDRESS** | Staffordshire Women's Aid<br>PO Box 2387<br>Stafford<br>Staffordshire<br>ST16 3WS |
| **TRUSTEES** | Claire Rowcliffe – Chair<br>Karen Morrey – Vice Chair<br>Linda Horne – Treasurer<br>Sue Shirt<br>Trish Rowlands (Resigned 18 August 2025)<br>Sue Howard<br>Rizwana Yousaf<br>Tracey Ann Lorraine Redpath (Join 16 May 2024)<br>Janis May Lomas (Join 16 May 2024) |
| **AUDITORS** | Lawton Bradford Accountants<br>Chartered Certified Accountants and Statutory Auditors<br>7 Marconi Gate<br>Staffordshire Technology Park<br>Stafford<br>ST18 0FZ |
| **CHIEF EXECUTIVE** | Charlotte Almond |
| **BANKERS** | Unity Trust Bank PLC<br>PO Box 7193<br>Planetary Road<br>Willenhall<br>WV1 9DG |

Staffordshire Women's Aid
HELPING YOU FIND YOUR VOICE

# STAFFORDSHIRE WOMEN'S AID
# TRUSTEE'S REPORT

## FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their Annual Report and audited Financial Statements of the charity for the year ended 31st March 2025. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

The Trustees named on Page 1 have served throughout the year. The appointment of Trustees is governed by the Constitution of the Charity. There must be at least 3 charity Trustees. The Board of Trustees is authorised to recruit and appoint new Trustees to fill vacancies as and when necessary. The charity Trustees shall decide how their meetings are to be called, and what notice is required.

As from 1st April 2014, Staffordshire Women's Aid (SWA) began operating as a Charitable Incorporated Organisation, although the organisation has been a registered charity since 25th November 1976.

### INVESTMENT POWERS

The Constitution authorises the Trustees to make and hold investments using the general funds of Staffordshire Women's Aid. The Charity's policy is to invest any surplus funds in low-risk deposit account investments to ensure that funds invested are in a liquid form to facilitate easy access for meeting variations in funding stream income.

The Trustees continue to review the charity's investment policy on an on-going basis.

For the year ended 31 March 2025, the Charity invested £380,966 (2024-£284,924) in deposit accounts, earning interest totaling £8,443 as shown in note 5. The return on the investment has achieved our objective of generating funds without undue risk.

### OBJECTIVES AND ACTIVITIES

To relieve the distress and increase the safety of women and children who have suffered or are exposed to domestic and sexual violence and abuse, by the provision of support, advice, temporary accommodation and any other services or activities which may relieve their circumstances, and where required, we will support men in the same situation.

To relieve any woman or child in necessitous circumstances who may be temporarily homeless by making grants of money or providing or paying for items, services or facilities and by the preservation and protection of their mental and physical health in such ways as shall relieve their need.

To educate the public in the causes and effects of domestic and sexual violence and the prevention thereof and to undertake or contribute to research into such matters and / or publish the useful results of such research.

The Trustees have reviewed the Charity Commission's guidance to report on public benefit and the Charity's aims and objects are consistent with this guidance. During the year, all the activities described in this report were undertaken for public benefit.

# STAFFORDSHIRE WOMEN'S AID
# TRUSTEE'S REPORT

## FOR THE YEAR ENDED 31 MARCH 2025

### OUR VISION

A world where Violence Against Women and Girls, and all forms of domestic and sexual violence are no longer tolerated.

### OUR MISSION

To empower victims to become survivors, to live safely and to thrive.

### OUR VALUES

Passion, Empowerment and Trust

### OUR SOCIAL AIMS

1. To increase the safety of victims of domestic and sexual violence, including children and young people, whether current, recent, or historical.

2. To meet the immediate and longer term practical and emotional needs of victims of domestic and sexual violence.

3. To empower those who have suffered, or are at risk of experiencing, domestic and sexual violence/and abuse to:
   - Have choices and understand their rights.
   - Improve their physical and mental wellbeing.
   - Build confidence, aspirations, skills, and independence.

4. To ensure that those impacted by domestic and sexual violence and abuse are given a voice in our communities.

5. To educate, campaign, and raise awareness of domestic and sexual violence, and the widespread phenomenon of violence against women and girls, and its impact on individuals and communities.

### STRUCTURE, GOVERNANCE AND MANAGEMENT OF THE CHARITY

The Board of Trustees provides governance and strategic management to Staffordshire Women's Aid. The recruitment process for Trustees aims to build a Board that has a strong commitment to the Vision, Mission and Values of the organisation, with a range of managerial and governance skills, an appropriate understanding of the legal responsibilities of Trusteeship and experience in making decisions as part of a Board. Recruitment of Trustees involves openly advertising for places on the Board linking into our own volunteer project and a range of local volunteer infrastructure organisations. An application pack is sent out to prospective Trustees, and a successful application will be followed by an interview with the Chair and another Trustee, or the Chief Executive Officer. A successful candidate following interview will be asked to attend at least 3 board meetings, which represents a probationary and induction period. During this period, induction and training of new Trustees is carried out in accordance with the organisation's Trustee and Recruitment Policy. If this process is successful, and it is agreed by the Board, the probationary trustee is invited to become a full trustee. During the year, the Board appointed 2 new Trustees. The charity seeks to represent strong women's leadership through an all women Board of Trustees, as well as volunteer and staff team.

The Trustees delegate day to day responsibility for running the organisation to its Chief Executive Officer who provides leadership and strategic management, and who is supported by a management and administrative team. A range of free, user-led, specialist support is provided by a team of staff and volunteers, who also train and raise awareness within communities.

## STAFFORDSHIRE WOMEN'S AID
## TRUSTEE'S REPORT

## FOR THE YEAR ENDED 31 MARCH 2025

The charity is committed to ensuring that individuals subjected to any form of violence against women and girls are involved at every level of the organisation, as such many of our Board members, staff and volunteers have lived experience of domestic and sexual violence, and include former service users.

The Trustees would like to acknowledge and thank all the staff and volunteers for their hard work and commitment over the last 12 months, and for their contribution towards achieving our mission *to empower victims to become survivors, to live safely and to thrive.*

### ACHIEVEMENTS AND PERFORMANCE

During the year we are proud to have continued our work supporting those living with, fleeing, or recovering from the impact of domestic and sexual violence in Staffordshire. Forty-nine years on we remain a grass roots, user-led organisation, placing at the heart of our work the experiences of those we support.

The Trustees consider the performance of the Chairty to be in line with its charitable objects, vision, mission, values and social aims, and to be most satisfactory as outlined below:

### 24-Hour Helpline

The Helpline provides emotional support and specialist information, advice, and guidance on a range of issues for victims of domestic and sexual violence and abuse 24 hours a day, 365 days a year. In addition, the helpline also co-ordinates all referrals into our services. One of the most important functions of the helpline is that, when our refuge is full, we assist women fleeing domestic violence who contact us to secure alternative refuge provision, this can be anywhere in the country and takes several hours to arrange. In April this year we launched a new online referral form and booking system via our website to improve accessibility and respond to the increasing demand for our services. The booking system enables service users to identify and choose the date and time of their first triage appointment, making it easier for them to self-refer and engage with the service. Over the year we received 558 online referrals for support, highlighting the importance of this additional referral pathway. We have continued to publicise the Helpline and referral pathways during the year through our local community networks, businesses, publicity material and social media.

Our highly trained, committed team of volunteers gave 2,107 hours of their time to help run the helpline during 2024/25, providing a lifeline for victims of abuse in our community. We are incredibly proud of our Helpline volunteers, they represent the very core of what we stand for - listening, believing and giving victims a voice. The Trustees acknowledge and appreciate the hard work which goes into keeping this vital service running, and express their gratitude to all those who freely volunteer their time to support this service and our community.

**During 2024/25 we responded to 1,840 calls and 3,362 referrals via our 24-Hour Helpline.**

refuge & resettlement

Our refuge, **Forward House,** provides safe accommodation for women and children who need to flee their homes because of domestic violence. We believe that a refuge should provide an environment in which women and children are able to access the choices and facilities which enable them to make the complex journey from Victim to Survivor. Alongside high quality, appropriate accommodation, this can only be possible with intense specialist support which is designed to meet the very diverse needs of the women and children using it. As a result, refuge's not only save lives, they change lives.

We also provide a range of safe Dispersed Refuge Accommodation within the community for those fleeing domestic violence, including male victims. The self-contained nature of our accommodation means it is possible for us to accommodate victims with a more diverse range of needs, who may otherwise be excluded or unable to access communal refuges.

Our specialist Refuge Support Practitioners provide practical and emotional support, and work to re-build the confidence and self-esteem which so many women and children lose because of domestic violence. They provide specialist support to help women recover from the abuse they have experienced, secure suitable long-term accommodation and build their skills and resilience for independent living, enabling them, and their children, to thrive. Resettlement work will continue for about 8 weeks after a woman has left the refuge to ensure they are not left feeling isolated and have settled well into their new home.

We are pleased to hold a contract with Staffordshire County Council to provide a range of specialist support services for adults and children who reside at Forward House Refuge or within our Dispersed Refuge Accommodation, in line with the statutory guidance on domestic abuse support within safe accommodation, until 31st March 2026. The Trustees would like to thank Staffordshire County Council for their on-going support, ensuring we can continue delivering high quality refuge provision for families fleeing domestic violence across Staffordshire.

We would also like to express our thanks for the support we have received from numerous local community groups in organising days out and for funding parties, celebrations, meals and other activities, including our Breakfast Club, for women and children at our refuge. In particular, we would like to thank the Rotary Club of Stafford who funded a project to develop a 'Birds and Meadows' themed mural for the outdoor play area at the refuge. The mural was designed by women and children staying at Forward House Refuge through a range of art workshops and created by local artists Mark Uttley and Helen Wilson. The project enabled families to make connections with each other, reduce feelings of isolation and create happy, positive memories, which is particularly important for children living in refuge.



"This refuge was better than anything I could have imagined! I was incredibly anxious on arrival with my young child however I was greeted by a very friendly, empathetic woman who showed us to our flat immediately on arrival and instantly put my mind at ease. There was new bedding sets, new pan sets, new towels, toiletries and even food all ready for our arrival! The layout of the refuge is remarkable with a children's playground and playroom on site! My support worker was exceptional! I never felt judged or pressured. I have literally nothing negative to say about this refuge it is clean, friendly, helpful and a truly remarkable resource for women and children fleeing domestic violence and needing a safe home to recuperate and recover."

***Service User Feedback - Forward House Refuge***

During 2024/25 we received 447 referrals for refuge space. Of this, we accommodated 27 women and 48 children within our range of refuge accommodation, with 30 women and their children successfully completing service and resettling in long-term accommodation. In addition, we secured refuge for a further 106 families from Staffordshire.

## Women's Homelessness Service

The Women's Homelessness Service is funded by Stafford Borough Council, Cannock Chase District Council and South Staffordshire District Council.

The aim of the project is to achieve better solutions for women at risk of homelessness, or who are homeless, due to domestic and/or sexual violence, such as speedier access to refuge, implementing safety measures and securing other accommodation and support solutions. As well as working intensively with victims of domestic abuse presenting to the local authorities as homeless, the project also works with the housing team and other homelessness agencies to provide appropriate support for female rough sleepers living with domestic/sexual abuse. It aims to engage this particularly vulnerable cohort in specialist support via the partnership since female rough sleepers are significantly less likely to approach SWA for support through established referral pathways such as the 24-hour help line. In July 2024 we were pleased to secure a further 2 years funding to deliver this project.

During 2024/25 there have been 89 referrals into this service. All women were offered advice, safety planning, signposting, multi-agency working and support in securing safe accommodation.

Staffordshire Survive
Sexual Assault & Abuse Service

**Survive Sexual Assault and Abuse Service** provides a free, non-judgmental, and confidential service for adults, both male and female, children over the age of 4, and close family members/significant others who have been affected by sexual assault or abuse at any point during their lives across Staffordshire. Victims can seek support whether they report the crime to the police or not.

At the end of 2023 we were successful in our bid to retain the Survive Sexual Assault and Abuse Service for a further 3 years. The new service commenced on 1st April 2024, covering Stoke-on-Trent as well as Staffordshire. As such, it is a much larger contract with a significant increase in service delivery. As lead provider we are proud to sub-contract, and work in partnership with 2 other specialist organisations, Savana and Pathway Project, to deliver the Survive Sexual Assault and Abuse Service across Staffordshire and Stoke-on-Trent.

During the year we have successfully supported 1,223 men, women, trans adults and children aged between 4 - 78 years old through the ISVA, CHISVA and Family Support Service.

## ISVA and CHISVA Service

Our **Independent Sexual Violence Advisors (ISVA)** and **Children's Independent Sexual Violence Advisors (CHISVA)** provide a diverse range of practical help, advice, and emotional support to victims of sexual violence and abuse. In addition, we have supported a number of families and individuals through the criminal justice system, including support around pre-court visits, obtaining special measures, support with ABE video recordings, Section 28 cross examination recordings and victim impact statements. We have also supported individuals applying to the Criminal Injuries Compensation Authority.

## The Family Support Service

This service provides practical and emotional support to people who have been impacted by any form of sexual abuse against a close family member or significant other. It helps to meet the needs of victims and their families, providing accurate information on criminal justice processes, victims' rights and referring to other agencies as appropriate.

## STAFFORDSHIRE WOMEN'S AID
## TRUSTEE'S REPORT

## FOR THE YEAR ENDED 31 MARCH 2025

We have continued to offer support sessions through face-to-face appointments and remote appointments by telephone or online. This has helped service users determine the type of support they would like and enabled greater accessibility to our service for those who work, have caring responsibilities or who don't want to come to one of our centres. We have also provided one-to-one support to children and young people in over 67 schools and colleges across Staffordshire.

**Feedback from service users** shows that they have felt believed and supported and have been provided with a safe space to talk about their trauma and receive the support they deserve.

*"The support Survive provides is immeasurable, it is life-saving. In the depths of despair, for me, Survive provided hope and it had been a long time since I had experienced anything like hope. That is something that can't be measured."*
**ISVA Service User**

*"I cannot thank you enough, you got me through one of the worst experiences of my life. Thank you for all your support"*
**ISVA Service User**

*"I know I can talk to you, I feel better after. You make me know everything is not my fault"*
**CHISVA Service User, age 12**

*"I didn't know what to do or where to turn. You listened to me and helped me find a way forward."*
**Family Support Service User**






## SWA Counselling Services

We have continued to further develop and deliver our therapeutic **Counselling Service** this year to victims of domestic abuse and sexual violence. Counselling is an important part of the recovery process for victims of abuse, enabling service users to acknowledge their experiences and express their feelings in a safe and supported environment.

We have continued to offer counselling through face-to-face appointments and remote appointments by telephone or online. Whilst most service users want face-to-face appointments, some prefer the option of remote counselling. The flexibility of remote counselling reduces travelling and the difficulties of getting to appointments, especially for those in work or those who have caring responsibilities.

During the year we were pleased to secure continuation funding through the Rape & Sexual Abuse Support Fund for 2 Counsellors, one for adults and one for children, to help meet increasing numbers of referrals. In addition, **we also recruited and trained 5 counselling students on placement with us from Keele University, Staffordshire University and Buxton & Leek College. Counselling students have proved to be an invaluable addition to our service providing up to thirty counselling sessions a week to our service users.**

**This year we embarked on a programme of training to build capacity and skills within our counselling team to increase our range of therapeutic interventions available to victims of abuse, including EMDR counselling and a range of creative therapies. This will allow us to reach out to a broader range of victims who may find it more difficult to access traditional forms of counselling, such as those whose first language isn't English or younger children. Counsellors have also completed the Blue Star Accredited Pre-Trial Therapy Training Programme to ensure that they have the necessary skills, knowledge, resources and confidence to deliver pre-trial therapy and support according to national best practice standards, in line with CPS Pre-Trial Therapy Guidance.**

**Given the significant growth of our counselling service over the last 3 years, we identified the need to introduce a Counselling & Wellbeing Lead to help us respond effectively to increased demand, build capacity and expertise, and ensure high quality service delivery. Trustees agreed to fund this role out of reserves initially while we sought longer term funding. In December we were pleased to secure a grant from the Henry Smith Charity to fund a Counselling and Wellbeing Lead for 3 years.**

Due to the continued high demand for counselling, and despite increasing provision, we have continued to hold a waiting list throughout the year. The waiting time for adults is five months and for children and young people it is three months. We have introduced a number of measures to manage the waiting list to ensure that service users are not left feeling unsupported. Helpline volunteers provide regular welfare calls offering emotional support and assessing if risks/needs have changed. We also offer an online self-help program called Taste of Recovery to those on the waiting list as an extra support whilst waiting for counselling.

During the year our team of qualified counsellors provided therapeutic counselling to 731 adults and 101 children.

We are extremely grateful to The National Lottery Community Fund, The Henry Smith Charity, the Staffordshire Commissioner and the Ministry of Justice for funding our Counselling Service and helping us respond to the needs of victims of domestic abuse and sexual violence in our community.

***"I can let go of all the unhealthy coping mechanisms I had as I can see they no longer serve me. Thank you so much Staffordshire Women's Aid and to my counsellor for giving me my sanity and my 'safeness' back."***

**Counselling Service User**

Through our Women's Centre we provide a range of **community-based services** meeting the needs of women at risk of, living with or recovering from any form of Violence Against Women and Girls to improve their safety, wellbeing, independence and resilience. These services are grounded in our view that violence against women and girls is both the cause and consequence of gender inequality. As an organisation we believe that by addressing some of the material disadvantages women face, and by providing opportunities to increase women's equality, we are directly contributing to the prevention of VAWG and helping to reduce the long-term impact of violence and abuse.

**Women's Drop In Service**

During the year we introduced a new "Drop In" service at the Women's Centre for women who have experienced any form of violence against women, in response to increased calls to our helpline from women who were in need of immediate support. The service provides short term emotional support, specialist information, advice and guidance, safety planning, signposting and referrals into other services for longer term support.

*"It was so good to speak to someone who listened and understood me, I feel so much better just for talking to someone."* **Service User**

*"I felt so scared and confused, I didn't know what I could do, but now I know I have options."* **Service User**

**Group Work**

Over 400 women accessed one of our groups or workshops in 2024/25 to aid recovery, improve well-being and build self-esteem and skills, including:

**Own My Life**, a 12-week structured group programme to give women the skills to understand abuse, build confidence and self-esteem, make sense of their lives and move forward with hope and positivity, with the main aim being for women to feel empowered to regain control of their lives.

**Power of Change**, an educational programme for women who have experienced violence and abuse. The programme focusses on assertiveness techniques, establishing boundaries and assessing abusive and healthy relationships as well as building self-esteem, confidence, and self-determination.

Our **Well-Being Group**, delivered in partnership with MPFT, has been co-designed with service users and is tailored to the needs of women who have experienced domestic and/or sexual violence and abuse. It provides guided, self-help techniques and tools to improve mental health and well-being and is delivered alongside Peer Volunteers.

In addition to the structured group work programmes above, we have also delivered a range of group activities and workshops at our Women's Centre to help reduce isolation and improve women's confidence, health and well-being, including:

- **Coffee Mornings** where women can drop in and participate in a range of different activities. This group encourages peer support, empowerment and self-resilience and helps to develop and shape future service provision.

- **Craft & Chatter, Art Workshops, Photography Workshops, Reading Club and Fishing Trips** developed and led by ex-service users.

- **Knit & Knatter** in partnership with Hilderstone WI
- **Yoga and Relaxation Sessions**
- **Women's Health Sessions, Financial Drop-Ins and Employability Workshops**





**Legal Clinic**

Our partnership with Staffordshire University and Lewis Rogers Solicitors continues to provide a free, confidential, legal advice clinic once a month for victims of domestic and sexual violence and abuse.

In 2024/25, 33 women accessed the Legal Clinic for a range of issues, including Divorce, Child Contact, Family Law and Injunctions.

**New Start 4U**

New Start 4U Stafford & South Staffordshire is a partnership project led by Business Enterprise Support, and funded through The National Lottery Community Fund, that aims to support people living in Stafford and South Staffordshire who are out-of-work.

We are pleased to have been able to continue our work on this project throughout 2024/25 supporting 35 women into education, training, and employment. This also involves raising self-esteem and aspirations through tailored one-one support.

**FITS for the Future Project**

The FITS project aims to improve women's personal independence, financial resilience and digital resources. The project provides tailored 1-1 support to meet service users identified needs to combat the impact of financial and economic abuse. In addition, we also deliver structured group work programmes allowing women to build their digital and financial skills, covering topics such as money management, budgeting skills and online banking. The Trustees would like to thank The Santander Foundation for their support in funding this project to meet the needs of women in our community. Unfortunately, the funding for this project has now come to an end, and with no alternative funding available, we will no longer be able to deliver this service going forward.

In 2024/25, 94 women were supported through the FITS project.

## Smallwood Grants

Staffordshire Women's Aid is an approved Community Grant Partner for the Smallwood Trust. This means we are able to provide grants of up to £1,000 to help women overcome financial adversity and improve their well-being. Through this project we have been able to assist 52 women accessing our services to improve their financial stability and relieve hardship during the year by providing small grants worth £39,922.

The Trustees would like to thank the Smallwood Trust for their continued support in helping women overcome financial adversity. This support is even more important at the moment given the cost-of-living crisis affecting so many of the women we work with.

## Women's Foodbank

Sadly, we continued to see a significant need for the Food Bank from women accessing our services over the last year. Our Food Bank provides food, toiletries, personal hygiene products, clothes, and baby equipment.

Through our Food Bank we were also able to distribute Festive Hampers, Christmas gifts and Easter Eggs to families we support. It is thanks to the generosity of local businesses, community groups and individuals, and in particular our partnership with local charity Rehome and Repurpose, that we have been able to continue to provide this invaluable service over the last year.

During 2024/25 we have supported 467 women and families through our Food Bank.

## HMP Drake Hall

We are pleased to have been able to continue our partnership supporting Drake Hall Charity Shop, which is run by the women, for the women in Drake Hall Prison. We are able to supply the charity shop with our surplus donations, with any funds raised through the shop donated to SWA. This way of working alongside HMP Drake Hall has enabled us to raise awareness of our work within the prison and become more visible to those women who are vulnerable and impacted by violence against women.

## Volunteer Project

**Staffordshire Women's Aid** was established by a group of committed volunteers, and volunteers are still at the heart of what we do. Without their support, we would not be able to offer many of the services that we currently do. Our Board of Trustees also give their time on a voluntary basis to help provide governance and oversight to our charity.

During the year we were pleased to secure a grant from the Charles Hayward Foundation towards the costs of a Volunteer Co-ordinator. This role has built capacity into our volunteer project, enabling us to better respond to increased demand for our services, and played a key part in strengthening and developing our recruitment, induction and training process for volunteers.

Throughout the year we recruited and trained 15 new volunteers to help run the helpline, legal clinic, group programmes and activities, resettlement support and the Food Bank. We are incredibly grateful to all our volunteers for the skills, experience, time and dedication they each bring to their roles supporting victims and survivors of domestic and sexual violence.

During 2024/25 our highly trained and committed team of 25 volunteers gave 4,109 hours of their time, equating to an in-kind financial value of £72,195.

## Research, Training and Awareness Raising

Alongside the provision of front-line services, we aim to create positive change in our communities through training, research, awareness raising and preventative education. Over the year we are pleased to have delivered the following:

- 5 x CPD Accredited Domestic Violence Training Days to 38 delegates.
- 5 x CPD Accredited Sexual Violence Training Days to 42 delegates.
- 2 x CPD Accredited Working with Victims & Survivors of Domestic and Sexual Violence Training Days to 16 delegates.
- 3 x Sexual Violence Awareness Webinars to 55 professionals and community members.
- 2 x Violence Against Women & Girls Webinars to 38 professionals and community members.
- In collaboration with the University of Staffordshire delivered training to 15 Policing Students.
- In association with PubWatch, delivered a training session on Ask Angela and responding to disclosures to 30 delegates from the local night time economy.
- In partnership with Dr Tirion Harvard, Professor of Gender Abuse and Policy, London Southbank University, we are proud to have contributed to the '**Hopeful Justice Collective**', a community-based research project consulting with local communities on their experiences of the criminal justice system to understand if and how it could be developed and transformed.
- Ran a public awareness raising campaign during Sexual Violence Awareness Week in February, this included a social media campaign raising awareness of sexual abuse and the support provided by Survive as well as attending events at Keele University and Stafford College.
- Held a candlelit vigil to mark International Day for the Elimination of Violence Against Women and Girls in Market Square, Stafford.




## THE IMPACT WE HAVE MADE ON LIVES

We have been able to measure the difference our work makes during the year using various outcome measurement tools, which compliments our approach to service delivery, which is victim centred, strengths based and outcome focused. It enables support practitioners, alongside their service users, to measure changes throughout their support journey. This not only empowers service users to identify individual progress, it also enables us to track how far we are progressing towards overall service outcomes.

During 2024/25:

- 97% of service users accessing the Survive service had improved emotional health and wellbeing with 82% feeling better able to navigate the criminal justice system.
- 98% of counselling clients said they had improved coping strategies and 97% said they felt better able to manage their mental health.
- In our children's services, 94% of children and young people said they felt safer and 97% had improved relationships with family and friends.
- In the family support service 98% felt they had improved social interactions and 97% saw an improvement in their emotional wellbeing.
- 92% of those accessing Refuge felt safer, with 94% reporting increased emotional well-being and confidence.
- 89% of women accessing group programmes reported improved social life and community connections, as well as increased self-esteem and empowerment.

## STRATEGIC DEVELOPMENTS IN THE YEAR

Following a period of significant organisational growth and change, the Board of Trustees have committed to an ambitious **5 Year Strategic Business Plan** for the period 2025 - 2030. Our strategic objectives and plans are both agile and flexible, to enable us to respond effectively and quickly to emerging risks and opportunities, and to move forward as a strong and resilient charity that strives for continuous improvement in all aspects of our work.

To inform the development of our new strategic objectives the Board conducted a thorough analysis of the political, economic, social, technological, legal and environmental landscape in which we operate, at both a macro and micro level. We also carefully analysed our own monitoring data over the last 3 years to better understand who is accessing our services, the increase in demand for our services and the changing needs of service users. Finally, we consulted with staff, volunteers and service users around the development of our strategy and objectives, including 3 externally facilitated consultation workshops to ensure our strategic objectives have been closely informed by those who use and deliver our services.

The following strategic objectives have been identified as our areas of focus over the next 5 years:

- Further develop our range of Therapeutic Services
- Increase our provision of Specialist Women's Support Services
- Increase our range of Safe Accommodation
- Develop Children's and Young People's Support Services
- Continue to develop capacity and infrastructure, investing in our board, staff, and volunteers to ensure excellence in governance, practice and service delivery to ensure we can respond to future growth opportunities

Linked to this Business Plan we have also developed a robust Fundraising Strategy and Equality, Diversity and Inclusion Strategy.

Given the sharp increase in the number of service users presenting with complex and multiple needs over the last 3 years, and the growth of our new Women's Centre, we identified the need to introduce a Women's Community Services Manager during the year. This role will help us respond effectively to increased demand, build capacity and expertise within the Women's Centre, and ensure high quality service delivery. Trustees agreed to fund this role out of reserves initially for a period of 12 months while we seek longer term funding to sustain the role, since we do not anticipate any reduction in demand for women's community based services.

As a Charity, we believe that we have a duty to demonstrate that our organisation and its work is endorsed by external quality standards so that our service users, staff and stakeholders can feel confident in our approach. We also recognise that there is always more to learn, therefore we take a pro-active approach towards the continuous improvement of our services.

In March 2025 we were delighted to be awarded the Lime Culture Quality Standards for Independent Sexual Violence Adviser Services and Children's Independent Sexual Violence Adviser Services. We are incredibly proud to have achieved reaccreditation in recognition of our work supporting victims and survivors of sexual violence/abuse in Staffordshire. All of the team worked really hard, and their outstanding commitment, knowledge and professionalism was highlighted by the accreditation team.




## PLANS FOR FUTURE PERIODS

### Future Challenges and Developments

The Board of Trustees are pleased to report that continuing steady growth ensures the charity remains in a strong and stable financial position, enabling us to continue responding to the increasing demand for our services and the changing needs of our beneficiaries.

At the end of February, we were informed that our sub-contracted partner Savana had made the difficult decision to close as a Charity due to no longer being financially viable. They served notice to terminate their sub-contract agreement with SWA to deliver the Survive service in Stoke-on-Trent from 30th April. As a result, we have decided to deliver the Survive contract directly in Stoke-on-Trent, as well as Staffordshire, from 1st May 2025.

This represents a significant strategic and operational expansion for SWA. Our priority is to ensure continuity of service provision, both for those already accessing support via Savana, and for future survivors requiring support in the Stoke-on-Trent area. As such, we will spend the beginning of 2025/26 mobilising the Survive service in Stoke-on-Trent.

There continues to be many delays and cancellations throughout the criminal justice system. The impact of this has been profound on service users, meaning they have often wanted to withdraw from the process, have experienced poor and deteriorating mental health, re-traumatisation and a reduction in daily coping mechanisms. We have worked closely with criminal justice agencies to minimise the negative impact on victims and have worked hard with service users to maintain their engagement in the process. Our sexual violence service, Staffordshire Survive, has been most impacted by this on-going situation. To date, ISVAs have supported some service users for over 4 years through the criminal justice system to reach court and provide post-trial support.

We continue to receive funding through the Ministry of Justice for a part time counselling post for victims of domestic abuse. This service has been overwhelmed with referrals having received 270 referrals in the last twelve months. The number of referrals for this service has more than doubled since the previous year. As we currently have very limited funding for this service the waiting list for Domestic Abuse Counselling is currently 4-5 months, which we expect to increase.

Although there is a commissioned Domestic Abuse Community Service in Staffordshire, delivered by a national charity, they do not provide any form of counselling. Counselling is an integral part of the recovery process for victims of abuse, enabling them to become survivors. The lack of Domestic Abuse Counselling available locally is a huge gap, and we are working hard with stakeholders to try and address this.

There are 2 key funding streams from the Ministry of Justice that end 31st March 2026, and despite the Government's commitment to halve violence against women and girls in a decade, there is some uncertainty whether these funding streams will continue.

This will affect many domestic and sexual violence organisations across the country. We are liaising closely with local commissioners around the impact of losing these funding streams and drawing up plans to mitigate the impact on service users. We are also campaigning and lobbying at a national level with other specialist organisations in the VAWG sector.

Our grant with the National Lottery Community Fund comes to an end in September 2025. This funding has been instrumental over the last 5 years in enabling us to deliver counselling to adult and child survivors of sexual violence. We will continue to identify ways in which to build capacity into our counselling service to meet the ever-increasing need, as we recognise this is an invaluable service to aid the recovery of victims of Sexual and Domestic Violence.

In 2026, we are pleased to be celebrating our 50th Birthday, with a number of events being planned to recognise the amazing contribution we have made to local communities in Staffordshire over the last 5 decades. It is the charity's aim to continue to thrive and work alongside our local communities, adapting our responses in a changing financial and social climate to meet the needs of our beneficiaries, always led by our Vision, Mission, Social Aims and Values.

**Related Parties**

**Staffordshire Women's Aid is a fully affiliated member of the Women's Aid Federation of England.**

**FINANCIAL REVIEW**

Total incoming resources for the year ended 31 March 2025 were £2,028,237 showing an upturn of 24.94% against the previous year of £1,623,254. The upturn was due to new contracts with Staffordshire County Council to deliver Refuge based specialist support services to adults and children and the Staffordshire Commissioner to deliver the Survive Sexual Assault & Abuse Service across Staffordshire and Stoke-on-Trent.

Total resources expended in the year amounted to £2,051,777 compared to £1,576,067 in the previous year, an increase of 30.1%. The increase in expenditure relates to the new contracts highlighted above and the introduction of the Women's Community Services Manager.

As a consequence of this there was a deficit of resources in the year of £23,540, which has resulted in total funds and net assets carried forward at 31st March 2025 of £678,238, of which £19,929 is restricted.

We would like to express our appreciation to all of our funders and supporters who enable us to continue our important work across Staffordshire. They enable the charity to achieve its objectives in ways which change the lives of those we support.

In addition, we would like to acknowledge the numerous donations made by individuals and community groups, either financial or in the form of food, clothing and other such items which help us support women and children.

We would also like to acknowledge the time and care taken by individuals and community groups to make a difference to the women and children we support through, for example, wrapping and delivering Christmas gifts and preparing welcome bags for the Refuge residents, making one off donations and helping us run the Breakfast Club and the Pantry. It is difficult to quantify the importance of such community support, but we know it means a great deal to the women and children we exist to support.

## RISK MANAGEMENT

The Board of Trustees use a Risk Register, and its monitoring covers a range of key issues, including financial, organisational, operational and legal risks, and aims to ensure that the organisation takes and monitors actions to reduce identified risks as far as possible. The organisation also has a Business Continuity Policy which aims to ensure that in an unusual event that might impact upon our ability to deliver our services and run the organisation, we have contingency plans in place.

## RESERVES POLICY

It is the aim of Staffordshire Women's Aid to maintain unrestricted funds at a level which equates to between three and six months unrestricted expenditure, which was between £455,598 and £911,195 in the year 2024-2025. The organisation and its Trustees are pleased to announce that we have succeeded in achieving this with the measures implemented in last year's accounts.

We will continue to work towards the same success in 2025-26 by implementing the following as part of our Finance and Fundraising Strategy:

- Continue to invest in our Fundraising Function so that we can maximise potential income.
- In recognition of the risk of depending upon statutory funding, we will use our skills in diverse ways to attract funding from a wider range of sources.
- Seek new ways of using our expertise and knowledge to develop new services to meet service user needs.
- Make every effort to maximise assets and streamline outgoing costs.

## STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (New United Kingdom Generally Accepted Accounting Practice).

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

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

a. Select suitable accounting policies and apply them consistently.
b. Observe the methods and principles in the Charities SORP 2019 (FRS 102).
c. Make judgements and estimates that are reasonable and prudent.
d. State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
e. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008

and the provisions of the trust deed. 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.

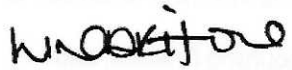
**APPROVAL:**

This report was approved by the Board of Trustees on **6 November 2025**

And signed on behalf by



**Claire Rowcliffe (Chair)**



**Linda Horne (Treasurer)**

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2025

### Opinion

We have audited the financial statements of Staffordshire Women's Aid (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The other information comprises the information included in the trustee's annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

# INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2025

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 16 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

As part of the planning process:

- We enquire of management the systems and controls the charity has in place, areas of the accounts most susceptible to the risk of irregularities and fraud, and any instances of or suspected fraud.
- We obtain an understanding of the legal and regulatory frameworks applicable to the charitable company.
- We consider the incentives and opportunities that exist in the charity, including the extent of management bias, which presents potential for irregularities and fraud to occur, and tailor our risk assessment accordingly.
- Using our knowledge of the charitable incorporated organisation, together with discussions held with the charity at the planning stage, we form a conclusion on the risk of misstatement due to irregularities including fraud and tailor our audit procedures accordingly.

The key procedures we undertake to detect irregularities including fraud during the audit include:

- Identifying and testing journal entries and the overall accounting record, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging assumptions and judgements used by management, including any significant accounting estimates.
- Assessing the extent of compliance with relevant laws and regulations.
- Testing key income lines, including cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between Restricted and Unrestricted Funds.
- Obtaining third party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the charity board minutes, correspondence with solicitors, for evidence of irregularities including fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2025

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

A. Lawton

Adele Lawton (Senior Statutory Auditor)
For and on behalf of Lawton Bradford Accountants Limited
Chartered Certified Accountants
Registered Auditors
7 Marconi Gate
Staffordshire Technology Park
Stafford
ST18 0FZ
Date 13/11/2025

## STAFFORDSHIRE WOMEN'S AID
## STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
## YEAR ENDED 31 MARCH 2025

| | Note | Unrestricted Funds 2025 £ | Restricted Funds 2025 £ | Total Funds 2025 £ | Total Funds 2024 £ |
|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | |
| Donations and legacies | 3 | 88,784 | - | 88,784 | 82,043 |
| Other Income | 4 | 750 | - | 750 | - |
| Income from investment | 5 | 8,443 | - | 8,443 | 5,505 |
| **Income from charitable activities** | 6 | 1,758,885 | 171,375 | 1,930,260 | 1,535,706 |
| **Total income and endownments** | | 1,856,862 | 171,375 | 2,028,237 | 1,623,254 |
| **Expenditure on:** | | | | | |
| Cost of generating funds | 7 | 1,922 | - | 1,922 | 7,786 |
| Expenditure on charitable activiti | 8 | 1,820,468 | 229,387 | 2,049,855 | 1,568,281 |
| **Total resources expended** | | 1,822,390 | 229,387 | 2,051,777 | 1,576,067 |
| **Net income/(expenditure)** | | 34,472 | (58,012) | (23,540) | 47,187 |
| Transfer between funds | 17 | 1,667 | (1,667) | - | - |
| **Net movement in funds** | | 36,139 | (59,679) | (23,540) | 47,187 |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 622,170 | 79,608 | 701,778 | 654,591 |
| **Total funds carried forward** | | 658,309 | 19,929 | 678,238 | 701,778 |

All income and expenditure derive from continuing activities.

The charity has no recognised gains or losses other than the deficit for the above year.

Charity Number: 1155364

# STAFFORDSHIRE WOMEN'S AID
## BALANCE SHEET
## YEAR ENDED 31 MARCH 2025

| | Note | Total Funds 2025 £ | Total Funds 2024 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 13 | 7,847 | 8,664 |
| **Current Assets** | | | |
| Debtors | 14 | 202,963 | 152,821 |
| Cash at bank and in hand | | 637,393 | 686,857 |
| **Total current assets** | | 840,356 | 839,678 |
| **Creditors amounts falling due within one year** | 15 | (169,965) | (146,564) |
| **Net current assets** | | 670,391 | 693,114 |
| **Total assets less current liabilities** | | 678,238 | 701,778 |
| **Net assets** | 16 | 678,238 | 701,778 |
| **Charity funds** | | | |
| Unrestricted funds | | | |
| General funds | | 658,309 | 622,170 |
| | 17 | 658,309 | 622,170 |
| Restricted funds | | | |
| Charity restricted funds | 17 | 19,929 | 79,608 |
| **Total funds** | | 678,238 | 701,778 |

The financial statements were authorised for issue by the Board on **6 November 2025**

Signed on its behalf of the Board of Trustees

.....
Claire Rowcliffe (Chair)

The notes on pages 23 to 35 form part of these financial statements.

**STAFFORDSHIRE WOMEN'S AID**
**CASH FLOW STATEMENTS**
**YEAR ENDED 31 MARCH 2025**

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| **Cash flow from operating activities** | | |
| Net income / (expenditure) | (23,540) | 47,187 |
| Depreciation Charge | 6,395 | 6,361 |
| Interest from investments | (8,443) | (5,505) |
| (Increase)/decrease in debtors | (50,142) | (68,316) |
| Increase/(decrease) in creditors | 23,401 | 5,720 |
| **Net cash inflow/(outflow) from operating activities** | (52,329) | (14,553) |
| **Cash flow from investing activities** | | |
| Interest received | 8,443 | 5,505 |
| Purchase of tangible fixed assets | (5,578) | (6,451) |
| **Net cash (outflow)/inflow on investing activities** | 2,865 | (946) |
| **Net decrease in cash** | (49,464) | (15,499) |
| Cash at bank at beginning of year | 686,857 | 702,356 |
| Cash at bank at end of year | 637,393 | 686,857 |

## STAFFORDSHIRE WOMEN'S AID
## NOTES TO THE FINANCIAL STATEMENTS
## YEAR ENDED 31 MARCH 2025

**1 Statutory Information**

Staffordshire Women's Aid adopted a Charitable Incorporated Organisation Structure on 16 January 2014. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities is to support victims of domestic and sexual violence.

**Accounting Policies**

**2 Accounting convention**

The charity constitutes a public benefit as defined by SORP FRS 102. The financial statements have been prepared in accordance with the Accounting and reporting for Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (Charities SORP FRS102) (effective 1 January 2019), the Charities Act 2011 and UK Generally Accepted Practice. The financial statements have been prepared under the historical costs convention and give a true and fair view.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

**Income recognition**

All incoming resources are included in the Statement of Financial Activities where the charity is legally entitled to the income and any conditions for receipt are met and the amount can be measured with reasonable accuracy. Donated facilities and goods are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably, and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and goods. A corresponding amount is recognised in expenditure.

**Going Concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern

**Expenses recognition**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. Where costs cannot be directly attributed to a particular heading, they have been allocated to activities on a basis consistent with the use of resources.

The Charity became Smallwood Trust grant partner for distribution of grants to the service users.

**Tangible fixed assets**

Tangible fixed assets are stated at cost less depreciation.
Assets under the value of one hundred pounds are treated as repairs and written off in the year of purchase.
Depreciation is provided at rates calculated to write off the cost or valuation of Fixed Assets, less their estimated residual value, over their expected useful lives on the following basis:
Furniture and Equipment, 20% per annum straight line and Office Equipment, 33% per annum straight line.

2. **Accounting Policies continued**

**Taxation**
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable entity for tax purposes

**Fund accounting**
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

**Accrued income**
Accrued income represents revenue earned but not invoiced on 31 March 2025. When it is invoiced, it is credited to the accrued income account.

**Deferred Income**
Deferred income represents revenue collected but not earned as of 31 March 2025. This primarily comprises restricted fund income. When earned it is credited to the Income and expenditure account.

**Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**Operating Lease commitments**
Rentals paid under operating leases are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**Financial instruments**
The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade debtors, other debtors, trade creditors and other creditors.

**Trustee and related party transactions**
No members of management received any remuneration during the year in their capacity as trustee.
No Trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

**Going concern accounting policy**
At the time of approving the financial statements the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future.

2. **Accounting Policies continued**

**Government grants**
Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

**Grant making**
The Charity became Smallwood Trust grant partner for distribution of grants to the service users. The grants distributed as per the grant agreement with Smallwood Trust. The income and expenditure are recorded as restricted in the financial statements.
Total grants paid to individuals for the year ended 31 March 2025 were £39,922 (31 March 2024: £24,592).

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

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are depreciation, accruals, and deferred income.

**3 Income from donations and legacies**

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2025 £ | Total Funds 2024 £ |
|---|---|---|---|---|
| Donations | 88,784 | - | 88,784 | 82,043 |
| | 88,784 | - | 88,784 | 82,043 |

Included in donations was £26,751 donated goods at fair value (2024 £30,159)

**4 Other Income**

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2025 £ | Total Funds 2024 £ |
|---|---|---|---|---|
| Women's Aid - Advocacy fund | 750 | - | 750 | - |
| | 750 | - | 750 | - |

## 5 Income from investments

| | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Deposit account interest | 8,443 | - | 8,443 | 5,505 |
| | 8,443 | - | 8,443 | 5,505 |

## 6 Income from charitable activities

| | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Charitable grants and donations | 22,500 | 171,375 | 193,875 | 241,369 |
| Central and local government grants and service level agreements | 1,410,594 | - | 1,410,594 | 987,793 |
| Training income | 8,184 | - | 8,184 | 19,200 |
| Rent | 307,922 | - | 307,922 | 279,221 |
| Resident contribution to services | 9,685 | - | 9,685 | 8,123 |
| Total income | 1,758,885 | 171,375 | 1,930,260 | 1,535,706 |

6 **Income from charitable activities continued**

Analysis of charitable grants and donations received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Business Enterprise Support (BES) | - | 20,013 | 20,013 | 5,669 |
| Cadbury Charitable Grant | 5,000 | - | 5,000 | - |
| Charles Hayward Foundation | | 23,000 | 23,000 | - |
| The Henry Smith Charity | | 25,500 | 25,500 | - |
| Staffordshire & Stoke-On-Trent-Together Active | - | - | - | 3,968 |
| Santander Foundation | - | - | - | 45,000 |
| SARC Surge Fund | - | - | - | 5,100 |
| Smallwood Trust (Grant for Women) | - | 24,000 | 24,000 | 36,000 |
| Smallwood Trust (Grant management fee) | 6,000 | - | 6,000 | 6,000 |
| Smallwood Trust (Employability) | 10,000 | | 10,000 | 12,500 |
| The National Lottery Community Fund | - | 78,862 | 78,862 | 86,856 |
| Argos | - | - | - | 2,000 |
| Carver Wolverhampton | - | | - | 1,520 |
| Queen Elizabeth Grant | - | | - | 1,000 |
| Enterprise RAC Uk | - | | - | 2,000 |
| The Clothworker Foundation | - | | - | 20,000 |
| The Community Foundation for Staffordshire | - | - | - | 9,817 |
| Deamon Solutions Limited | - | - | - | 1,339 |
| Staffordshire County Council Councillor | 1,500 | - | 1,500 | 2,600 |
| | 22,500 | 171,375 | 193,875 | 241,369 |

**6 Income from charitable activities continued**

Analysis of central and local government grants and service level agreements received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Stafford Borough Council (SLA) | 15,000 | - | 15,000 | 15,000 |
| Staffordshire County Council (Safe Accomodation) | 348,370 | - | 348,370 | 295,675 |
| Stafford Borough Council (Domestic Abuse) | 13,925 | - | 13,925 | 14,227 |
| South Staffordshire District Council (Domestic Abuse) | 2,951 | - | 2,951 | 14,227 |
| Cannock Chase District Council (Women's Homeless Project) | 10,330 | | 10,330 | 10,670 |
| Stafford Borough Council (Serious Violence fund) | 2,510 | | 2,510 | - |
| MOJ Community Based SV Counsellor | - | - | - | 43,186 |
| MOJ Community Based DV Counsellor | 23,736 | | 23,736 | 23,736 |
| Ministry of Justice (MOJ) RASASF | 74,363 | - | 74,363 | 49,388 |
| MOJ ISVA | - | | - | 28,579 |
| NHS Mental Health Project | 30,500 | - | 30,500 | 22,500 |
| Cannock Chase Council (SLA) | 5,000 | - | 5,000 | 5,000 |
| Cannock Chase District Council (Service charge reimbursed) | - | - | - | 1,204 |
| G4S counselling (Fast Track and Drake Hall) | 8,115 | | 8,115 | 41,250 |
| MOJ Core grant Additional Funding | | - | - | 7,040 |
| OPFCC (Counselling) | | - | - | 41,701 |
| OPFCC (Survive) | 875,794 | - | 875,794 | 299,723 |
| OPFCC (NHS Prevention Project) | | - | - | 36,930 |
| OPFCC (ISVA EOI) | - | - | - | 37,757 |
| | 1,410,594 | - | 1,410,594 | 987,793 |

## 7 Expenditure on raising funds

| | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Support costs | 1,922 | - | 1,922 | 7,786 |
| | 1,922 | - | 1,922 | 7,786 |

## 8 Expenditure on charitable activities

| | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Women's community services | 403,262 | 189,465 | 592,727 | 526,407 |
| Survive Sexual Abuse service | 874,472 | - | 874,472 | 537,166 |
| Refuge and Dispersed accomo | 505,619 | - | 505,619 | 408,001 |
| Smallwood Trust Grant | - | 39,922 | 39,922 | 24,592 |
| Contribution to new Women Centre moving and refurbishment Costs | - | - | - | 40,000 |
| Governance costs | 37,115 | - | 37,115 | 32,115 |
| | 1,820,468 | 229,387 | 2,049,855 | 1,568,281 |

All grants paid under the grant agreement with Smallwood Trust, were paid to individuals. Women's Community Services costs include £26,751 donated goods at fair value.

Expenditure on charitable activites, included in the above, are as follows:

| | Unrestricted Funds | Designated Fund | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Rent and rates | 221,409 | - | 4,661 | 226,070 | 208,650 |
| Telephone, printing and stationery | 11,659 | - | - | 11,659 | 12,232 |
| Softwarelicences | 17,036 | - | - | 17,036 | 5,224 |
| Websites, subscriptions and publicity | 7,787 | - | 626 | 8,413 | 7,637 |
| Equipment and repairs | 18,026 | - | - | 18,026 | 33,553 |
| New Women Centre moving and refurbishment Costs | - | - | - | - | 106,974 |
| Lighting and heating | 86 | - | - | 86 | 5,143 |
| Insurance | 5,686 | - | - | 5,686 | 5,738 |
| Contracted Out services | 395,700 | - | - | 395,700 | 104,936 |
| Salaries | 1,023,323 | - | 177,738 | 1,201,061 | 923,179 |
| Women's subsistence | 29,929 | - | - | 29,929 | 31,568 |
| Smallwood Trust grants | - | - | 39,922 | 39,922 | 24,592 |
| Office Costs | 13,566 | - | - | 13,566 | 11,914 |
| Training | 14,927 | - | - | 14,927 | 22,846 |
| Depreciation | 6,395 | - | - | 6,395 | 6,361 |
| Recruitment and staff welfare | 12,986 | - | 3,467 | 16,453 | 14,724 |
| Volunteer expenses | 3,670 | - | 2,973 | 6,643 | 7,975 |
| Redundancy pay | - | - | | - | 2,022 |
| Trustee xpenses | 88 | - | - | 88 | 897 |
| Consultancy | 2,020 | - | - | 2,020 | 1,903 |
| Auditors remuneration | 3,594 | - | - | 3,594 | 3,210 |
| Professional fees | 1,080 | - | - | 1,080 | - |
| Staff costs | 31,501 | - | - | 31,501 | 27,002 |
| | 1,820,468 | - | 229,387 | 2,049,855 | 1,568,281 |

## 9 Trustee expenses

No remuneration or benefits were paid to Trustees for the year ended 31 March 2025 or for the year ended 31 March 2024. During the year the charity spend £88 on refreshments and meals for all the trustees.

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Trustee expenses | 88 | 897 |

## 10 Fees for audit of the accounts

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Auditors fee | 3,594 | 3,360 |

## 11 Operating lease commitments

The following operating lease payments are committed to be paid.

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Within one year | - | - |
| Within two to five years | 113,647 | 152,729 |
| | 113,647 | 152,729 |

Operating lease costs during the year were £39,082 (2024: £37,134).

## 12 Staff costs

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Wages and salaries | 1,103,459 | 856,303 |
| Social security costs | 98,007 | 74,595 |
| Pension | 23,533 | 17,445 |
| | 1,224,999 | 948,343 |

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

| | 2025 | 2024 |
|---|---|---|
| Fundraising | 1 | - |
| Governance | 3 | 3 |
| Charitable activities | 42 | 35 |
| | 46 | 38 |

No employee received remuneration in excess of £60,000

Total key management personal remuneration and benefits for the financial year totalled £53,815.

The charity has two defined contribution pension schemes, a 'money purchase' pension scheme, to which the charity does not contribute, and an auto-enrolment scheme, starting from 1 October 2015 for all eligible employees, to which the charity does contribute. The pension cost to the charity of the auto-enrolment pension for 2025 was £23,533 (2024: £17,445).

Included in other creditors are pension liabilities of £188 relating to employee contributions and £5,625 relating to auto-enrolment scheme contributions.

## 13 Tangible fixed assets

| | Furniture and equipmet | office equipment | Total |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2024 | 14,751 | 12,893 | 27,644 |
| Additions | - | 5,578 | 5,578 |
| At 31 March 2025 | 14,751 | 18,471 | 33,222 |
| **Depreciation** | | | |
| At 1 April 2024 | 11,431 | 7,549 | 18,980 |
| Charge for year | 2,006 | 4,389 | 6,395 |
| At 31 March 2025 | 13,437 | 11,938 | 25,375 |
| **Net Book Value** | | | |
| At 31 March 2024 | 3,320 | 5,344 | 8,664 |
| At 31 March 2025 | 1,314 | 6,533 | 7,847 |

## 14 Debtors and prepayments

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Trade debtors | 165,345 | 110,732 |
| Other debtors | 2,524 | 1,694 |
| Prepayments | 10,433 | 4,986 |
| Accrued Income | 24,661 | 35,409 |
| | 202,963 | 152,821 |

## 15 Creditors and accruals

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Trade creditors | 72,914 | 74,932 |
| Other creditors | 7,200 | 5,157 |
| Accruals | 7,111 | 7,868 |
| Taxation and social security | 45,074 | 20,077 |
| Deferred income | 37,666 | 38,530 |
| | 169,965 | 146,564 |

Deferred income reflects grants received in advance for costs and services to be delivered in the next financial year.

Deferred Income

| | 2025 | 2024 |
|---|---|---|
| Deferred income at 1 April 2024 | 38,530 | 50,410 |
| Resources deferred in the year | 37,666 | 38,530 |
| Amount released from previous year | (38,530) | (50,410) |
| Deferred income as at 31 March 2025 | 37,666 | 38,530 |

## 16 Analysis of net assets between funds

| | Unrestricted Funds | Restricted Funds | Total |
|---|---|---|---|
| | £ | £ | £ |
| Tangible fixed assets | 7,847 | - | 7,847 |
| Current assets | 820,427 | 19,929 | 840,356 |
| Current liabilities | (169,965) | | (169,965) |
| | 658,309 | 19,929 | 678,238 |

## 17 Movement in funds

| | At 01.04.24 | Incoming Resources | Outgoing Resources | Transfer Between Funds | At 31.03.25 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| **Unrestricted Funds** | | | | | |
| General funds | 622,170 | 1,856,862 | (1,822,390) | 1,667 | 658,309 |
| | 622,170 | 1,856,862 | (1,822,390) | 1,667 | 658,309 |
| **Restricted Funds** | | | | | |
| The National Lottery Community Fund | - | 78,862 | (78,862) | - | - |
| Santander Foundation | 41,076 | - | (41,076) | - | - |
| Santander Foundation-additional funding | 10,000 | - | (10,000) | - | - |
| Staffordshire Commisioner of Police, | 9,439 | - | (9,439) | - | - |
| Business Enterprise Support (BES) | 1,667 | 20,013 | (20,013) | (1,667) | - |
| Smallwood Trust (Grant for Women) | 17,426 | 24,000 | (39,922) | - | 1,504 |
| The Henry Smith Charity | - | 25,500 | (12,825) | | 12,675 |
| Charles Hayward | - | 23,000 | (17,250) | - | 5,750 |
| | 79,608 | 171,375 | (229,387) | - | 19,929 |
| | 701,778 | 2,028,237 | (2,051,777) | (1,667) | 678,238 |

## 18. Restricted Funds

**The National Lottery Community Fund**
The funding received provides a Counselling Service for victims of domestic and sexual violence.

**Santander Foundation**
The Santander Foundation wants to support UK charities in providing people with the digital confidence, knowledge, and skills to enable then to make better, more informed decisions about money and have access to financial services.

**Charles Hayward Foundation**
The fund is to paid wages of a volunteer coordinator and expenses of volunteer.

**Business Enterprise Support (BES)**
Partnership with British Enterprise Services (Building Better Opportunities) to support women to access training, education and/or employment.

**Smallwood Trust (Delivery of a women's grants programme)**
The funding received is for the management and distribution of grants to women in need of financial support due to domestic and sexual violence.

**The Henry Smith Charity**
The funding received provides the Counselling Team Leader/Clinical Lead and its associated costs, at a project providing counselling for women with experience of domestic and sexual violence in Staffordshire.

## 19. Related party transactions

There are no related party transactions during the year (2024: £ nil).

## 20. Ultimate controlling party

The ultimate controlling party of the charity is the Board of Trustees.

**STAFFORDSHIRE WOMEN'S AID**

England & Wales - Charity number 1155364

# Accounts

**STAFFORDSHIRE WOMEN'S AID**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**

**Charity Number: 1155364**

**STAFFORDSHIRE WOMEN'S AID**
**FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2024**

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**STAFFORDSHIRE WOMEN'S AID**
**FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2024**

## LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|---|---|
| **CHARITY NUMBER** | **1155364** (England and Wales) |
| **REGISTERED ADDRESS** | Staffordshire Women's Aid<br>PO Box 2387<br>Stafford<br>Staffordshire<br>ST16 3WS |
| **TRUSTEES** | Claire Rowcliffe – Chair<br>Karen Morrey – Vice Chair<br>Linda Horne – Treasurer<br>Sue Shirt<br>Trish Rowlands<br>Sue Howard - Joined 14 July 2023<br>Rizwana Yousaf - Joined 27 November 2023 |
| **AUDITORS** | Lawton Bradford Accountants<br>Chartered Certified Accountants and Statutory Auditors<br>7 Marconi Gate<br>Staffordshire Technology Park<br>Stafford<br>ST18 0FZ |
| **CHIEF EXECUTIVE** | Charlotte Almond |
| **BANKERS** | Unity Trust Bank PLC<br>PO Box 7193<br>Planetary Road<br>Willenhall<br>WV1 9DG |

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2024**

The Trustees present their Annual Report and audited Financial Statements of the charity for the year ended 31st March 2024. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

The Trustees named on Page 1 have served throughout the year. The appointment of Trustees is governed by the Constitution of the Charity. There must be at least 3 charity Trustees. The Board of Trustees is authorised to recruit and appoint new Trustees to fill vacancies as and when necessary. The charity Trustees shall decide how their meetings are to be called, and what notice is required.

As from 1st April 2014, Staffordshire Women's Aid began operating as a Charitable Incorporated Organisation, although the organisation has been a registered charity since 25th November 1976.

## INVESTMENT POWERS

The Constitution authorises the Trustees to make and hold investments using the general funds of Staffordshire Women's Aid. The Charity's policy is to invest any surplus funds in low-risk deposit account investments to ensure that funds invested are in a liquid form to facilitate easy access for meeting variations in funding stream income.

The Trustees continue to review the charity's investment policy on an on-going basis.

For the year ended 31 March 2024, the Charity invested £284,924 (2023-£271,497) in deposit accounts, earning interest totaling £5,505 as shown in note 5. The return on the investment has achieved our objective of generating funds without undue risk.

## OBJECTIVES AND ACTIVITIES

To relieve the distress and increase the safety of women and children who have suffered or are exposed to domestic and sexual violence and abuse, by the provision of support, advice, temporary accommodation and any other services or activities which may relieve their circumstances, and where required, we will support men in the same situation.

To relieve any woman or child in necessitous circumstances who may be temporarily homeless by making grants of money or providing or paying for items services or facilities and by the preservation and protection of their mental and physical health in such ways as shall relieve their need.

To educate the public in the causes and effects of domestic and sexual violence and the prevention thereof and to undertake or contribute to research into such matters and / or publish the useful results of such research.

The Trustees have reviewed the Charity Commission's guidance to report on public benefit and the Charity's aims and objects are consistent with this guidance. During the year, all the activities described in this report were undertaken for public benefit.

## OUR VISION

A world where any form of Violence Against Women and Girls, and all forms of domestic and sexual violence are no longer tolerated.

## OUR MISSION

To empower victims to become survivors, to live safely and to thrive.

## OUR VALUES

Passion, Empowerment and Trust

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2024**

## OUR SOCIAL OBJECTIVES

1. To increase the safety of victims of domestic and sexual violence, including children and young people, whether current, recent, or historical.

2. To meet the immediate and longer term practical and emotional needs of victims of domestic and sexual violence.

3. To empower those who have suffered, or are at risk of experiencing, domestic and sexual violence/and abuse to:
    - Have choices and understand their rights.
    - Improve their physical and mental wellbeing.
    - Build confidence, aspirations, skills, and independence.

4. To ensure that those impacted by domestic and sexual violence and abuse are given a voice in our communities.

5. To educate, campaign, and raise awareness of domestic and sexual violence, and the widespread phenomenon of violence against women and girls, and its impact on individuals and communities.

## STRUCTURE, GOVERNANCE AND MANAGEMENT OF THE CHARITY

The Board of Trustees provides governance and strategic management to Staffordshire Women's Aid. The recruitment process for Trustees aims to build a Board that has a strong commitment to the Vision, Mission and Values of the organisation, with a range of managerial and governance skills, an appropriate understanding of the legal responsibilities of Trusteeship and experience in making decisions as part of a Board. Recruitment of Trustees involves openly advertising for places on the Board linking into our own volunteer project and a range of local volunteer infrastructure organisations. An application pack is sent out to prospective Trustees, and a successful application will be followed by an interview with the Chair and another Trustee, or the Chief Executive Officer. A successful candidate following interview will be asked to attend at least 3 board meetings, which represents a probationary and induction period. During this period, induction and training of new Trustees is carried out in accordance with the organisation's Trustee and Recruitment Policy. If this process is successful, and it is agreed by the Board, the probationary trustee is invited to become a full trustee. During the year, the Board appointed 2 new Trustees and recruited a further 2 potential new Trustees who are currently within their probationary period. The charity seeks to represent strong women's leadership through an all women Board of Trustees, as well as volunteer and staff team.

Major risks have been reviewed and systems or procedures have been established to manage those risks.
The Trustees delegate day to day responsibility for running the organisation to its Chief Executive Officer who provides leadership and strategic management, and who is supported by a management and administrative team. A range of free, user-led, specialist support is provided by a team of staff and volunteers, who also train and raise awareness within communities.

The Trustees would like to acknowledge and thank all the staff and volunteers for their hard work and commitment over the last 12 months, and for their contribution towards achieving our mission *to empower victims to become survivors, to live safely and to thrive.*

## ACHIEVEMENTS AND PERFORMANCE

During the year we are proud to have continued our work supporting those living with, fleeing,
or recovering from the impact of domestic and sexual violence in Staffordshire. Forty-eight years on we remain a grass roots, user-led organisation, placing at the heart of our work the experiences of those we support.

The Trustees consider the performance of the Chairty to be in line with its charitable objects, vison, mission, values and social objectives, and to be most satisfactory as outlined below:

## 24-Hour Helpline

The Helpline provides emotional support and specialist information, advice, and guidance on a range of issues for victims of domestic and sexual violence and abuse 24 hours a day, 365 days a year. In addition, the helpline co-ordinates all referrals (self-referrals, agency referrals, email, telephone) into our services. One of the most important functions of the helpline is that, when our refuge is full, we assist women fleeing domestic violence who contact us to secure alternative refuge provision, this can be anywhere in the country and takes several hours to arrange. During the year we have continued to publicise the Helpline number through local community networks, businesses, publicity material and social media.

Our highly trained, committed team of volunteers gave 2,778 hours of their time to run the helpline during 2023/24 providing a lifeline for victims of abuse in our community. We are incredibly proud of our Helpline volunteers, they represent the very core of what we stand for - listening, believing and giving victims a voice. The Trustees acknowledge and appreciate the hard work which goes into keeping this vital service running and express their gratitude to all those who freely volunteer their time to support this service and our community.

During 2023/24 we responded to 2,080 calls via our 24-Hour Helpline.

refuge & resettlement

Our refuge, **Forward House,** provides safe accommodation for women and children who need to flee their homes because of domestic violence. We believe that a refuge should provide an environment in which women and children are able to access the choices and facilities which enable them to make the complex journey from Victim to Survivor. Alongside high quality, appropriate accommodation, this can only be possible with intense specialist support which is designed to meet the very diverse needs of the women and children using it. As a result, refuge's not only save lives, they change lives.

We also provide a range of safe **Dispersed Refuge Accommodation** within the community for those fleeing domestic violence, including male victims. The self-contained nature of our accommodation means it is possible for us to accommodate victims with a more diverse range of needs, who may otherwise be excluded or unable to access communal refuges.

Our specialist Refuge Support Practitioners provide practical and emotional support, and work to re-build the confidence and self-esteem which so many women and children lose because of domestic violence. They provide specialist support to help women recover from the abuse they have experienced, secure suitable long-term accommodation and build their skills and resilience for independent living, enabling them, and their children, to thrive. Resettlement work will continue for about 8 weeks after a woman has left the refuge to ensure they are not left feeling isolated and have settled well into their new home.

In October we were pleased to be awarded a contract from Staffordshire County Council to provide a range of specialist support services for adults and children who reside at Forward House Refuge or within our Dispersed Refuge Accommodation, in line with the statutory guidance on domestic abuse support within safe accommodation, until 31st March 2026, with the option to extend for a further year until 31st March 2027. After so many years of short term, uncertain funding, we are absolutely delighted to have been able to secure longer term funding, at an appropriate level, to ensure we can continue delivering high quality refuge provision for families fleeing domestic violence.

We would like to express our thanks for the support we have received from local community groups in organizing days out and for funding parties, celebrations, meals and other activities, including our Breakfast Club, for women and children

at our refuge. In particular, we would like to thank Together Active who funded a range of inter-active outdoor play sessions over the summer at our local Wildlife Centre for families staying at the refuge. Such positive activities are often denied to women and children when living with an abusive relationship. This project enabled the families to make connections with each other and reduce feelings of isolation. It also helped create positive, happy memories, which is particularly important for children, and is key in helping to build emotional resilience in young people.



**Mum of 4 children**: *"It was brilliant, the water play was amazing! Us mum's enjoyed the fishing as much as the kids did"*

**Mum of 1 child**: *"I have never been somewhere like that before and I had never seen a frog in real life, we had a great time"*

**Mum of 2 children**: *"It was so lovely to go somewhere outdoors and to try something new with the girls, they had a great time and it was so nice to see them exploring new things"*

During 2023/24 we received 503 referrals for refuge space. Of this, we accommodated 37 women and 82 children within our range of refuge accommodation, with 40 women and their children successfully completing service and resettling in long-term accommodation. In addition, we secured refuge for a further 160 families from Staffordshire.

**Women's Homelessness Service**

The Women's Homelessness Service is funded by Stafford Borough Council, Cannock Chase District Council and South Staffordshire District Council. A dedicated domestic abuse practitioner acts as a single point of contact for the Housing Options Teams across all 3 local authorities.

The aim of the role is to achieve better solutions for women at risk of homelessness, or who are homeless, due to domestic and/or sexual violence, such as speedier access to refuge, implementing safety measures and securing other accommodation and support solutions. As well as working intensively with victims of domestic abuse presenting to the local authorities as homeless, the project also works with the housing team and other homelessness agencies to provide appropriate support for female rough sleepers living with domestic/sexual abuse. It aims to engage this particularly vulnerable cohort in specialist support via the partnership since female rough sleepers are significantly less likely to approach SWA for support through established referral pathways such as the 24-hour help line.

There have been 73 referrals into this service in 2023/24. All women were offered advice, safety planning, signposting, multi-agency working and support in securing safe accommodation.

Staffordshire Survive
Sexual Assault & Abuse Service

**Survive Sexual Assault and Abuse Service** provides a free, non-judgmental, and confidential service for adults, both male and female, children over the age of 4, and close family members/significant others who have been affected by sexual assault or abuse at any point during their lives across Staffordshire. Victims can seek support whether they report the crime to the police or not.

During the year we have successfully supported 682 men, women, trans adults and children aged between 4 - 78 years old through the ISVA, CHISVA and Family Support Service.

Since the service started in October 2020, Survive has successfully supported **2065** men, women, trans adults and children aged between 4 - 87 years old across Staffordshire through the ISVA, CHISVA and Family Support Service.

## ISVA and CHISVA Service

Our **Independent Sexual Violence Advisors (ISVA)** and **Children's Independent Sexual Violence Advisors (CHISVA)** provide a diverse range of practical help, advice, and emotional support to victims of sexual violence and abuse. In addition, we have supported a number of families and individuals through the criminal justice system. We have provided support around pre-court visits, obtaining special measures, support with ABE video recordings, Section 28 cross examination recordings and victim impact statements. We have also supported individuals applying to the Criminal Injuries Compensation Authority.

We have continued to offer support sessions through face-to-face appointments and remote appointments by telephone or zoom. This has helped service users determine the type of support they would like and enabled greater accessibility to our service for those who work, have caring responsibilities or who don't want to come to our resource centre/have a home visit. We have also provided one-to-one support to children and young people in over 50 schools and colleges across Staffordshire.

## The Family Support Service

This service provides practical and emotional support to people who have been impacted by any form of sexual abuse against a close family member or significant other. It helps to meet the needs of victims and their families, providing accurate information on criminal justice processes, victims' rights and referring to other agencies as appropriate.

## Partnership Working in the Survive Sexual Assault and Abuse Service

We attend both the RASSO strategic and scrutiny meetings alongside partner agencies and regularly meet with other providers to improve partnership working to ensure the best possible response to victims of sexual violence in Staffordshire. Other partnership work includes:

- Working in partnership with the NHS Ascend Sexual Abuse Recovery Service for Adult Survivors of Sexual Assault and Abuse with Complex Trauma Related Mental Health Needs.
- Participation in the West Midlands National ISVA Framework Implementation Group.
- Attendance at the CPS ISVA Forum and quarterly meetings with the RASSO prosecutor.
- Participation in the West Midlands CPS VAWG scrutiny panel reviews.
- Raising awareness of sexual assault and abuse, and the support available through Survive to local Universities, community groups, agencies and professionals throughout Staffordshire.

**Feedback from service users** shows that they have felt believed and supported and have been provided with a safe space to talk about their trauma and receive the support they deserve.

*"As a man I feel proud for accessing your service and cannot believe how supportive you have been, absolutely got me through and changed my life, cannot thank you enough."*
**ISVA Service User**

*"Every single person at Women's Aid is worth their weight in gold and I am forever grateful to you all. You have stood by me and supported me endlessly at the worst time in my life. Thank you!"*
**ISVA Service User**

*"Our family was really suffering, I was finding it hard to know what to do. Thank you for being there to talk things through with, it really did make a difference."*
**Family Support Service User**

*"I really like our sessions, you are not like other workers and teachers and that, I like you, and you helped me when I needed you."*
**CHISVA Service User**

In December, we were absolutely delighted to successfully secure a contract with the Staffordshire Commissioner to retain the Survive Sexual Assault & Abuse Service for a further 3 years, until 31st March 2027, with the option to extend for an additional 2 years until 31st March 2029.

## SWA Counselling Services

We have continued to further develop and deliver our therapeutic **Counselling Service** this year to victims of domestic and sexual violence. Counselling is an important part of the recovery process for victims of abuse, enabling service users to acknowledge their experiences and express their feelings in a safe and supported environment. We have continued to offer counselling through face-to-face appointments and remote appointments by telephone or zoom. Whilst most service users want face-to-face appointments, some prefer the option of remote counselling. The flexibility of remote counselling reduces travelling and the difficulties of getting to appointments, especially for those in work or those who have caring responsibilities.
During the year we were pleased to be able to secure funding through the Rape & Sexual Abuse Fund for an additional 2 Counsellors, one for adults and one for children, to help meet increasing numbers of referrals. In addition, **we recruited and trained 6 counselling students on placement with us from Keele University and Buxton & Leek College. They have proved to be an invaluable addition to our counselling service providing up to thirty counselling sessions a week to our service users.**

Due to the continued high demand for counselling, and despite increasing provision, we have continued to hold a waiting list throughout the year. The waiting time for adults is four months and for children and young people it is three months. We have introduced a number of measures to manage the waiting list and to ensure that service users are not left feeling unsupported. Helpline volunteers provide regular welfare calls to those on the waiting list offering emotional support and assessing if risks/needs have changed. We also offer an online self-help program called Taste of Recovery to those on the waiting list as an extra support whilst waiting for counselling.

During the year our team of qualified counsellors provided therapeutic counselling to 368 adults and 78 children.

We are extremely grateful to The National Lottery Community Fund, the Staffordshire Commissioner and the Ministry of Justice for funding our Counselling Service and helping us respond to the needs of victims of domestic and sexual violence in our community.

***"My counsellor was amazing, I felt completely validated and heard during our sessions and excellent boundaries were put in place for the therapeutic relationship. She was able to give me different perspectives of what I was feeling."***
**Counselling Service User**

### Fast Track Counselling

The Fast Track counselling service, funded by G4S, provides a dedicated counselling service to anyone who attends the SARC (Sexual Assault Referral Centre) based in Stoke-on-Trent. All service users attending the SARC are able to access immediate trauma counselling for up to ten sessions. For service users who require more than ten sessions, their counselling continues through SWA's counselling service. Unfortunately at the end of the year G4S lost the contract to deliver SARC services in Staffordshire, as such this service will now be delivered by a new provider in 2024/25.

### HMP Drake Hall

We are very pleased to have been able to continue our work in Drake Hall Prison offering weekly counselling sessions to women who have experienced domestic or sexual abuse.

Our partnership with Drake Hall has allowed us to continue to support their charity shop, which is run by the women, for the women in Drake Hall Prison. We are able to supply the charity shop with our surplus donations, and any funds raised are then donated to SWA. This way of working alongside Drake Hall has enabled us to raise awareness of our work within the prison and become more visible to those women who are vulnerable and impacted by violence against women.

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2024**

*"It was so nice to be able to talk with no one listening. I've never told anyone what I told my counsellor before and she didn't judge me."*
**Drake Hall Counselling Service User**

*"Having an hour a week to talk about everything I've been through really helps. I can see things differently now and I've stopped blaming myself for everything. I never thought I would get through my panics and shakes but now I'm controlling them."*
**Drake Hall Counselling Service User**

Women's Community Services
STRONGER TOGETHER

We offer the following range of **community-based services** meeting the needs of women at risk of, living with or recovering from any form of Violence Against Women and Girls to improve their safety, wellbeing, independence and resilience. These services are grounded in our view that violence against women and girls is both the cause and consequence of gender inequality. As an organisation we believe that by addressing some of the material disadvantages women face, and by providing opportunities to increase women's equality, we are directly contributing to the prevention of VAWG and helping to reduce the long-term impact of violence and abuse.

**Group Work**

Over 430 women accessed one of our groups or workshops in 2023/24 to aid recovery, improve well-being and build self-esteem and skills, including:

**Power to Change**, an educational programme for women who have experienced violence and abuse. The programme focusses on assertiveness techniques, establishing boundaries and assessing abusive and healthy relationships as well as building self-esteem, confidence, and self-determination.

Our **Well-Being Group**, delivered in partnership with MPFT, has been co-designed with service users and is tailored to the needs of women who have experienced domestic and/or sexual violence and abuse. It provides guided, self-help techniques and tools to improve mental health and well-being and is delivered alongside Peer Volunteers.

During the year we introduced a new 12-week group programme called **Own My Life** to help women who have been subjected to trauma and abuse to build confidence and self-esteem, with the main aim being for women to feel empowered to gain control of their lives.
*"I feel much more confident in myself"*

*"I'm going to research university courses that I can go on as my next steps, I would never have had the confidence to do that before the course."*

In addition to the structured group work programmes above, we have also delivered a range of group activities and workshops at our Women's Centre to help reduce isolation and improve women's confidence, health and well-being, including:

- **Coffee Mornings** where women can drop in and participate in a range of different activities. This group encourages peer support, empowerment and self-resilience and helps to develop and shape future service provision.
- **Craft & Chatter, Art Workshops and Fishing Trips** developed and led by ex-service users.
- **Knit & Knatter** in partnership with Hilderstone WI
- **Yoga and Relaxation Sessions**

- **Digital and Financial Drop-Ins and Employability Workshops**

**Legal Clinic**

Our partnership with Staffordshire University and Lewis Rogers Solicitors continues to provide a free, confidential, legal advice clinic once a month for victims of domestic and sexual violence and abuse.
In 2023/24, 24 women accessed the Legal Clinic for a range of issues, including Divorce, Child Contact, Family Law and Injunctions.

**New Start 4U**

New Start 4U Stafford & South Staffordshire is a partnership project led by Business Enterprise Support, and funded through The National Lottery Community Fund, that aims to support people living in Stafford and South Staffordshire who are out-of-work.

We are pleased to have been able to continue our work on this project throughout 2023/24 supporting 30 women into education, training, and employment. This also involves raising self-esteem and aspirations through tailored one-one support.

**FITS for the Future Project**

The FITS project aims to improve women's personal independence, financial resilience and digital resources. The project provides tailored 1-1 support to meet service users identified needs to combat the impact of financial and economic abuse. In addition, we also deliver structured group work programmes allowing women to build their digital and financial skills, covering topics such as money management, budgeting skills and online banking. We also support women to access free IT training to improve their basic computer skills and have established links with local schemes that distribute reconditioned IT equipment. The Trustees would like to thank The Santander Foundation for their support in funding this project to meet the needs of women in our community.

In 2023/24, 65 women were supported through the FITS project.

**Smallwood Grants**

Staffordshire Women's Aid is an approved Community Grant Partner for the Smallwood Trust. This means we are able to provide grants of up to £1,000 to help women overcome financial adversity and improve their well-being. Through this project we have been able to assist 34 women accessing our services to improve their financial stability and relieve hardship during the year.

The Trustees would like to thank the Smallwood Trust for their continued support in helping women overcome financial adversity, this support is even more important at the moment given the cost-of-living crisis affecting so many of the women we work with.

**Women's Foodbank**

Sadly, we continued to see a significant need for the Food Bank from women accessing our services over the last year. Our Food Bank provides food, toiletries, personal hygiene products, clothes, and baby equipment. We have also had several women in the last year who have been unable to buy birthday gifts for their children due to increasing levels of poverty.

Through our Food Bank we were also able to distribute Festive Hampers, Christmas gifts and Easter Eggs to families we support. It is thanks to the generosity of local businesses, community groups and individuals, and in particular our partnership with Rehome and Repurpose, that we have been able to continue to provide this invaluable service over the last year.

During 2023/24 we have supported 860 women and families through our Food Bank.

## Volunteer Project

**Staffordshire Women's Aid** was established by a group of committed volunteers, and volunteers are still at the heart of what we do. Without their support, we would not be able to offer many of the services that we currently do. Our Board of Trustees also give of their time on a voluntary basis to help provide governance and oversight to our charity. During the year we recruited and trained 15 new volunteers to help run the helpline, legal clinic, group programmes and activities, resettlement support and the Food Bank. We value the time and dedication of all our volunteers, who each bring different skills and experiences to their roles.

Our highly trained and committed team of volunteers gave 4,216 hours of their time during 2023/24.

## Research, Training and Awareness Raising

Alongside the provision of front-line services, we aim to create positive change in our communities through training, research, awareness raising and preventative education.

Over the year we have successfully continued to deliver a range of awareness raising activities, research and training as follows:

- 3 x SSCB Multi-Agency Intrafamilial Child Sexual Abuse Training Days to 176 delegates.
- 2 x CPD accredited Sexual Violence Multi-Agency Training Days to 30 delegates.
- 2 x CPD accredited Domestic Violence Training Days to 29 delegates.
- Expect Respect Healthy Relationship Webinar to 8 delegates from educational establishments.
- In partnership with Dr Tirion Harvard, Professor of Gender Abuse and Policy, London Southbank University, we have been part of the '**Hopeful Justice Collective'** a community-based research project consulting with local communities on their experiences of the criminal justice system to understand if and how it could be developed and transformed.
- We ran a public awareness raising campaign during Sexual Violence Awareness Week in February, this included a social media campaign raising awareness of sexual abuse and the support provided by Survive as well as attending events at Keele University and Stafford College.
- We held a candlelit vigil to mark International Day for the Elimination of Violence Against Women and Girls in Market Square Stafford.






## THE IMPACT WE HAVE MADE ON LIVES

We have been able to measure the difference our work makes during the year using Women's Aid's On Track Outcomes measuring tool. On-Track is an evidence-based tool for supporting and measuring change, and compliments our approach to service delivery which is victim centred, strengths based and outcome focused. It enables support

practitioners, alongside their service users, to measure changes throughout their support journey. This not only empowers service users to identify individual progress, it also enables us to track how far we are progressing towards overall service outcomes.

During 2023/24:

- 97% of service users felt safer after using the service
- 96% of service users felt they were better able to access other services
- 94% of service users felt they were able to live more independently
- 96% of service users felt they had improved physical and mental health
- 96% of service users reported a significant increase in confidence and self-esteem

## STRATEGIC DEVELOPMENTS IN THE YEAR

### New Women's Centre

Unfortunately for many women and children, the impact of the Covid-19 pandemic and rising economic uncertainty has meant they are even more vulnerable to violence and abuse. As a result, demand for all Staffordshire Women's Aid services has increased over the last 3 years. Our holistic approach enables us to reach out and respond to some of the most vulnerable and isolated women and children in our communities, including those with the most complex and diverse needs such as language difficulties, mental ill-health, drug/alcohol issues, those living in poverty, social and rural isolation, older women and those with disabilities.

To help us meet the increased demand for services, and the increasing range of complex and multiple needs, we identified the need to expand our existing Women's Centre model. As such, after much planning and consultation with staff, volunteers and service users, we moved to new premises during the summer. The new Women's Centre not only provides an environment that is sensitive to the wide range of needs and experiences of the women we work with, but also enables us to respond to increased numbers of service users as well as broaden the range of therapeutic services/interventions that we are able to offer. The new centre is also far more accessible for service users with disabled parking and services delivered over one floor (previously delivered over 3 floors with no lift).

The new Women's Centre provides a safe, gender responsive, trauma informed space enabling women to access a holistic range of community-based specialist support services to help them achieve long-term, positive change in their lives.



We were delighted to welcome our Patron, Lady Harrowby, to officially open the Women's Centre.

The opening was attended by a number of our friends and supporters and provided us with an opportunity to not only showcase the new Centre but provide an insight into our work and the difference we make.

As a Charity, we believe that we have a duty to demonstrate that our organisation and its work is endorsed by external quality standards so that our service users, staff and stakeholders can feel confident in our approach. We also recognise that there is always more to learn, therefore we take a pro-active approach towards the continuous improvement our services.

In January we were delighted to be awarded Women's Aid National Quality Standards. Feedback identified that there were several areas of exemplary practice within Staffordshire Women's Aid, in particular: *It was noted that despite limited funding of, and access to, specialist mental health services, Staffordshire Women's Aid consistently accepts referrals from survivors requiring advanced support and this should be* ***commended****. The panel heard that resettling*

*survivors and promoting Stability, Resilience, Autonomy and Independence is key for Staffordshire Women's Aid and that they have invested well across these standards with core principles of promoting long term independence. This approach was **commended**. The panel **commended** Staffordshire Women's Aid on delivering strong financial performance with secure funding and income growth, diversifying funding and thereby reducing risk.*

Given the significant growth of our counselling service over the last 3 years, we identified the need to introduce a Counselling & Wellbeing Lead this year to help us respond effectively to increased demand, build capacity and expertise, and ensure high quality service delivery. Trustees agreed to fund this role out of reserves initially for a period of 12 months while we seek longer term funding to sustain the role since we do not anticipate any reduction in demand.

In addition, during the year we embarked on a 2-year programme of training to build capacity and upskill our counselling team to increase our range of therapeutic interventions available to victims of abuse, including EMDR counselling, creative therapies and play therapy. This will allow us to reach out to a broader range of victims who may find it more difficult to access traditional forms of counselling, such as those whose first language isn't English or younger children. This project is funded through NHS England and is delivered in partnership with the Commissioner's office in response to the Sexual Assault & Abuse Mental Health Needs Assessment.

**PLANS FOR FUTURE PERIODS**

**Future Challenges and Developments**

The Board of Trustees are pleased to report that continuing steady growth, and the award of 2 new contracts during the year, will help the charity continue with increased sustainability in the next 12 months, and a wider reach in our local communities to those who need our support.

From April 2024, the contract to deliver the Survive Sexual Assault & Abuse Service will also cover Stoke-on-Trent, as well as Staffordshire, which represents a significant geographical expansion. We will deliver this service in partnership with local specialist providers SAVANA and Pathway to ensure all victims of sexual assault and abuse across Stoke-on-Trent and Staffordshire can access the support they need when they need it.

There are 2 key funding streams from the Ministry of Justice that end 31st March 2025, and with a General Election imminent, resulting in a possible change of Government, there is some uncertainty whether these funding streams will continue.
This will affect many domestic and sexual violence organisations across the country. We are liaising closely with local commissioners around the impact of losing these funding streams and drawing up plans to mitigate the impact on service users. We are also campaigning and lobbying at a national level with other specialist organisations in the VAWG sector.

It is the charity's aim to continue to thrive and work alongside our local communities, adapting our responses in a changing financial and social climate, always led by our Vision, Mission, Social Objectives and Values.

**Related Parties**

**Staffordshire Women's Aid is a fully affiliated member of the Women's Aid Federation of England.**
**FINANCIAL REVIEW**

Total incoming resources for the year ended 31 March 2024 were £1,663,254 showing an upturn of 13.12% against the previous year of £1,470,357. The upturn was due to a new contract with Staffordshire County Council to deliver Refuge based specialist support services to adults and children

Total resources expended in the year amounted to £1,576,067 compared to £1,379,110 in the previous year, an increase of 14.28% compared to 6.1% in 2023. The increase in expenditure relates to the new contract highlighted above and the introduction of the Counselling & Wellbeing Lead.

As a consequence of this there was a surplus of resources in the year of £47,187, which has resulted in total funds and net assets carried forward at 31st March 2024 of £701,778, of which £79,608 is restricted.

We would like to express our appreciation to all of our funders and supporters who enable us to continue our important work across Staffordshire. They enable the charity to achieve its objectives in ways which change the lives of those we support.

In addition, we would like to acknowledge the numerous donations made by individuals and community groups, either financial or in the form of food, clothing and other such items which help us support women and children. We would also like to acknowledge the time and care taken by individuals and community groups to make a difference to the women and children through, for example, wrapping and delivering Christmas gifts and preparing welcome bags for the Refuge residents, making one off donations and helping us run Breakfast Club and the Pantry. It is difficult to quantify the importance of such community support, but we know it means a great deal to the women and children we exist to support.

## RISK MANAGEMENT

The Board of Trustees use a Risk Register, and its monitoring covers a range of key issues, including financial, organisational, operational and legal risks, and aims to ensure that the organisation takes and monitors actions to reduce identified risks as far as possible. The organisation also has a Business Continuity Policy which aims to ensure that in an unusual event that might impact upon our ability to deliver our services and run the organization, we have contingency plans in place.

## RESERVES POLICY

It is the aim of Staffordshire Women's Aid to maintain unrestricted funds at a level which equates to between three and six months unrestricted expenditure, which was between £394,017 and £788,034 in the year 2023-2024. The organisation and its Trustees are pleased to announce that we have succeeded in achieving this with the measures implemented in last year's accounts.
We will continue to work towards the same success in 2024-25 by implementing the following as part of our Finance and Fundraising Strategy:

- Continue to invest in our Fundraising Function so that we can maximise potential income.
- In recognition of the risk of depending upon statutory funding, we will use our skills in diverse ways to attract funding from a wider range of sources.
- Seek new ways of using our expertise and knowledge to develop women's community services.
- Make every effort to maximise assets and streamline outgoing costs.

By implementing this strategy, we are aiming to achieve a position of being able to maintain unrestricted funds at a level equating to the costs of covering management, administration, and support for between three and six months by the financial year ending March 2025.

## STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (New United Kingdom Generally Accepted Accounting Practice).

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

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

a. Select suitable accounting policies and apply them consistently.
b. Observe the methods and principles in the Charities SORP 2019 (FRS 102).
c. Make judgements and estimates that are reasonable and prudent.

d. State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

e. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

**APPROVAL:**

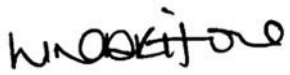
**14 November 2024**

This report was approved by the Board of Trustees on …….

And signed on behalf by



……
**Claire Rowcliffe (Chair)**



……..
**Linda Horne (Treasurer)**

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2024

### Opinion

We have audited the financial statements of Staffordshire Women's Aid (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2024

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 13 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

As part of the planning process:

- We enquire of management the systems and controls the charity has in place, areas of the accounts most susceptible to the risk of irregularities and fraud, and any instances of or suspected fraud.
- We obtain an understanding of the legal and regulatory frameworks applicable to the charitable company.
- We consider the incentives and opportunities that exist in the charity, including the extent of management bias, which presents potential for irregularities and fraud to occur, and tailor our risk assessment accordingly.
- Using our knowledge of the charitable incorporated organisation, together with discussions held with the charity at the planning stage, we form a conclusion on the risk of misstatement due to irregularities including fraud and tailor our audit procedures accordingly.

The key procedures we undertake to detect irregularities including fraud during the audit include:

- Identifying and testing journal entries and the overall accounting record, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging assumptions and judgements used by management, including any significant accounting estimates.
- Assessing the extent of compliance with relevant laws and regulations.
- Testing key income lines, including cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between Restricted and Unrestricted Funds.
- Obtaining third party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the charity board minutes, correspondence with solicitors, for evidence of irregularities including fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2024**

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for.This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



……

Adele Lawton (Senior Statutory Auditor)
For and on behalf of Lawton Bradford Accountants Limited
Chartered Certified Accountants
Registered Auditors
7 Marconi Gate
Staffordshire Technology Park
Stafford
ST18 0FZ

Date: 20/11/2024

**SAFFORDSHIRE WOMEN'S AID**
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)**
**YEAR ENDED 31 MARCH 2024**

| | Note | Unrestricted Funds 2024 £ | Designated Funds 2024 £ | Restricted Funds 2024 £ | Total Funds 2024 £ | Total Funds 2023 £ |
|---|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | | |
| Donations and legacies | 3 | 82,043 | - | - | 82,043 | 65,564 |
| Other Income | 4 | - | - | - | - | 7,040 |
| Income from investment | 5 | 5,505 | - | - | 5,505 | 2,298 |
| **Income from charitable activities** | 6 | 1,334,094 | - | 201,612 | 1,535,706 | 1,395,455 |
| **Total income and endownments** | | 1,421,642 | - | 201,612 | 1,623,254 | 1,470,357 |
| **Expenditure on:** | | | | | | |
| Cost of generating funds | 7 | 7,786 | - | - | 7,786 | 16,761 |
| Expenditure on charitable activiti | 8 | 1,331,313 | 40,000 | 196,968 | 1,568,281 | 1,362,349 |
| **Total resources expended** | | 1,339,099 | 40,000 | 196,968 | 1,576,067 | 1,379,110 |
| **Net income/(expenditure)** | | 82,543 | (40,000) | 4,644 | 47,187 | 91,247 |
| Transfer between funds | 17 | 484 | - | (484) | - | - |
| **Net movement in funds** | | 83,027 | (40,000) | 4,160 | 47,187 | 91,247 |
| **Reconciliation of funds** | | | | | | |
| Total funds brought forward | | 539,143 | 40,000 | 75,448 | 654,591 | 579,143 |
| **Total funds carried forward** | | 622,170 | - | 79,608 | 701,778 | 654,591 |

All income and expenditure derive from continuing activities.

The charity has no recognised gains or losses other than the surplus for the above year.

**STAFFORDSHIRE WOMEN'S AID** Charity Number: 1155364

**BALANCE SHEET**

**YEAR ENDED 31 MARCH 2024**

| | Note | Total Funds 2024 £ | Total Funds 2023 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 13 | 8,664 | 8,574 |
| **Current Assets** | | | |
| Debtors | 14 | 152,821 | 84,505 |
| Cash at bank and in hand | | 686,857 | 702,356 |
| **Total current assets** | | 839,678 | 786,861 |
| **Creditors amounts falling due within one year** | 15 | (146,564) | (140,844) |
| **Net current assets** | | 693,114 | 646,017 |
| **Total assets less current liabilities** | | 701,778 | 654,591 |
| **Net assets** | 16 | 701,778 | 654,591 |
| **Charity funds** | | | |
| Unrestricted funds | | | |
| General funds | | 622,170 | 539,143 |
| Designated Fund | | 0 | 40,000 |
| | 17 | 622,170 | 579,143 |
| Restricted funds | | | |
| Charity restricted funds | 17 | 79,608 | 75,448 |
| **Total funds** | | 701,778 | 654,591 |

The financial statements were authorised for issue by the Board on 14/11/2024

Signed on its behalf of the Board of Trustees

.....

**Claire Rowcliffe (Chair)**

The notes on pages 19 to 32 form part of these financial statements.

**STAFFORDSHIRE WOMEN'S AID**
**CASH FLOW STATEMENTS**
**YEAR ENDED 31 MARCH 2024**

| | 2024 | | 2023 | |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Cash flow from operating activities** | | | | |
| Net income / (expenditure) | 47,187 | | 91,247 | |
| Depreciation Charge | 6,361 | | 5,031 | |
| Interest from investments | (5,505) | | (2,298) | |
| (Increase)/decrease in debtors | (68,316) | | 176,331 | |
| Increase/(decrease) in creditors | 5,720 | | (72,346) | |
| **Net cash inflow/(outflow) from operating activities** | (14,553) | | 197,965 | |
| **Cash flow from investing activities** | | | | |
| Interest received | 5,505 | | 2,298 | |
| Purchase of tangible fixed assets | (6,451) | | (3,186) | |
| **Net cash (outflow)/inflow on investing activities** | (946) | | (888) | |
| **Net increase in cash** | (15,499) | | 197,077 | |
| Cash at bank at beginning of year | 702,356 | | 505,279 | |
| Cash at bank at end of year | 686,857 | | 702,356 | |

**STAFFORDSHIRE WOMEN'S AID**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 MARCH 2024**

## 1 Statutory Information

Staffordshire Women's Aid adopted a Charitable Incorporated Organisation Structure on 16 January 2014. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities is to support victims of domestic and sexual violence.

## Accounting Policies

## 2 Accounting convention

The charity constitutes a public benefit as defined by SORP FRS 102. The financial statements have been prepared in accordance with the Accounting and reporting for Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (Charities SORP FRS102) (effective 1 January 2019), the Charities Act 2011 and UK Generally Accepted Practice. The financial statements have been prepared under the historical costs convention and give a true and fair view.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

### Income recognition

All incoming resources are included in the Statement of Financial Activities where the charity is legally entitled to the income and any conditions for receipt are met and the amount can be measured with reasonable accuracy. Donated facilities and goods are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and goods. A corresponding amount is recognised in expenditure.

### Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern

### Expenses recognition

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Where costs cannot be directly attributed to a particular heading, they have been allocated to activities on a basis consistent with the use of resources.

The Charity became Smallwood Trust grant partner for distribution of grants to the service users.

### Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.
Assets under the value of one hundred pounds are treated as repairs and written off in the year of purchase.
Depreciation is provided at rates calculated to write off the cost or valuation of Fixed Assets, less their estimated residual value, over their expected useful lives on the following basis:
Furniture and Equipment, 20% per annum straight line and Office Equipment, 33% per annum straight line.

2. **Accounting Policies continued**

**Taxation**
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable entity for tax purposes

**Fund accounting**
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

**Accrued income**
Accrued income represents revenue earned but not invoiced on 31 March 2024. When it is invoiced, it is credited to the accrued income account.

**Deferred Income**
Deferred income represents revenue collected but not earned as of 31 March 2024. This primarily comprises restricted fund income. When earned it is credited to the Income and expenditure account.

**Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**Operating Lease commitments**
Rentals paid under operating leases are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**Financial instruments**
The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade debtors, other debtors, trade creditors and other creditors.

**Trustee and related party transactions**
No members of management received any remuneration during the year in their capacity as trustee.
No Trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

**Going concern accounting policy**
At the time of approving the financial statements the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future.

2. **Accounting Policies continued**

**Government grants**
Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

**Grant making**
The Charity became Smallwood Trust grant partner for distribution of grants to the service users. The grants distributed as per the grant agreement with Smallwood Trust. The income and expenditure are recorded as restricted in the financial statements.
Total grants paid to individuals for the year ended 31 March 2024 were £24,592 (31 March 2023: £29,001).

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

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are depreciation, accruals, and deferred income.

**3 Income from donations and legacies**

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Donations | 82,043 | - | 82,043 | 65,564 |
| | 82,043 | - | 82,043 | 65,564 |

Included in donations was £30,159 donated goods at fair value (2023 £24,725)

**4 Other Income**

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| DA Counsultancy | - | - | - | 6,240 |
| Women's Aid - Honourarium | - | - | - | 800 |
| | - | - | - | 7,040 |

## 5 Income from investments

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Deposit account interest | 5,505 | - | 5,505 | 2,298 |
| | 5,505 | - | 5,505 | 2,298 |

## 6 Income from charitable activities

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Charitable grants and dontions | 77,514 | 163,855 | 241,369 | 251,673 |
| Central and local government grants and service level agreements | 950,036 | 37,757 | 987,793 | 871,570 |
| Training income | 19,200 | - | 19,200 | 3,139 |
| Rent | 279,221 | - | 279,221 | 260,695 |
| Resident contribution to services | 8,123 | - | 8,123 | 8,378 |
| Total income | 1,334,094 | 201,612 | 1,535,706 | 1,395,455 |

6 **Income from charitable activities continued**

Analysis of charitable grants and donations received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| AVA (Against Violence and Abuse) | - | | - | 20,000 |
| British Enterprise Services (BES) | - | 5,669 | 5,669 | 32,000 |
| Staffordshire & Stoke-On-Trent-Together Active | 3,968 | - | 3,968 | 5,000 |
| Santander UK foundation Limited | - | 45,000 | 45,000 | 37,950 |
| Sarce Surge Fund | 5,100 | - | 5,100 | - |
| Smallwood Trust (Grant for Women) | - | 36,000 | 36,000 | 30,000 |
| Smallwood Trust (Grant management fee) | 6,000 | - | 6,000 | 6,100 |
| Smallwood Trust employability | 12,500 | | 12,500 | |
| The National Lottery Community Fund | 9,670 | 77,186 | 86,856 | 75,674 |
| Cannock Chase Churches Housing Coalition | - | - | - | 20,000 |
| Argos | 2,000 | - | 2,000 | - |
| Carver Wolverhampton | 1,520 | | 1,520 | |
| Queen Elizabeth Grant | 1,000 | | 1,000 | |
| Enterprise RAC Uk | 2,000 | | 2,000 | |
| The Clothes Worker Foundation | 20,000 | | 20,000 | |
| The Neigboury Forum | - | - | - | 1,000 |
| Barton Social Club | - | - | - | 5,000 |
| Waistrose limited | - | - | - | 1,000 |
| Keele University | - | | - | 1,554 |
| St Luke Church Cannock | - | - | - | 1,172 |
| The Community Foundation for Staffordshire | 9,817 | - | 9,817 | 3,200 |
| Midlands Express | - | - | - | 1,000 |
| Sandon Hall | - | - | - | 2,350 |
| Deamon Solutions Limited | 1,339 | - | 1,339 | 2,381 |
| H & J Speake Limited | - | | - | 1,160 |
| Staffordshire County Council Councillor | 2,600 | - | 2,600 | - |
| Brocton Golf Club | - | - | - | 5,132 |
| | 77,514 | 163,855 | 241,369 | 251,673 |

**6 Income from charitable activities continued**

Analysis of central and local government grants and service level agreements received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Stafford Borough Council (SLA) | 15,000 | - | 15,000 | 15,000 |
| Stafford Borough Council (Refuge) | 295,675 | - | 295,675 | 229,173 |
| Stafford Borough Council (Domestic Abuse) | 14,227 | - | 14,227 | 9,485 |
| South Staffordshire Distric Council (Domestic Abuse) | 14,227 | - | 14,227 | 11,857 |
| Cannock Chase Council | 10,670 | | 10,670 | 14,227 |
| Community Based SV Counsellor | 43,186 | - | 43,186 | 21,593 |
| Community Based DV Counsellor | 23,736 | | 23,736 | 17,802 |
| OPCC AAC | - | - | - | 12,186 |
| OPCC CHISVA | - | - | - | 18,466 |
| Ministry of Justice RASAF | 49,388 | - | 49,388 | - |
| Ministry of Justice ISVA | 28,579 | | 28,579 | |
| Mental Health Project | 22,500 | - | 22,500 | - |
| Cannock Chase Council (Homelessness | 5,000 | - | 5,000 | 5,000 |
| Cannock Chase District Council (Service charge reimbursed) | 1,204 | - | 1,204 | 5,586 |
| G4S counselling and SARC Surge Fund | 41,250 | | 41,250 | 52,325 |
| MOJ Core grant Additional Funding | 7,040 | - | 7,040 | 4,490 |
| MOJ counsellor | - | | - | 20,437 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Counselling) | 41,701 | - | 41,701 | 41,701 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Sexual Abuse and Assault service) | 299,723 | - | 299,723 | 317,555 |
| Staffordshire Commissioner of Police, Fire and Rescue and Crime (NHS Prevention Project) | 36,930 | - | 36,930 | 36,930 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime | - | 37,757 | 37,757 | 37,757 |
| | 950,036 | 37,757 | 987,793 | 871,570 |

## 7 Expenditure on raising funds

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Staff costs | - | - | - | 7,294 |
| Support Costs | 7,786 | - | 7,786 | 9,467 |
| | 7,786 | - | 7,786 | 16,761 |

## 8 Expenditure on charitable activities

| | Unrestricted Funds | Designated Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Women's Community Services | 354,031 | - | 172,376 | 526,407 | 478,924 |
| Survive Sexual Abuse Service | 537,166 | - | - | 537,166 | 452,171 |
| Refuge and Dispersed Accomoda | 408,001 | - | - | 408,001 | 370,303 |
| Smallwood Trust Grant | - | - | 24,592 | 24,592 | 29,001 |
| Contribution to new Women Centre moving and refurbishment costs | - | 40,000 | - | 40,000 | - |
| Govenance costs | 32,115 | - | - | 32,115 | 31,950 |
| | 1,331,313 | 40,000 | 196,968 | 1,568,281 | 1,362,349 |

All grants paid under the grant agreement with Smallwood Trust, were paid to individuals. Women's Community Services costs include £30,159 donated goods at fair value.

Expenditure on charitable activites, included in the above, are as follows:

| | Unrestricted Funds | Designated Fund | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Rent and rates | 206,139 | - | 2,511 | 208,650 | 183,773 |
| Telephone, printing and stationery | 12,206 | - | 26 | 12,232 | 17,040 |
| Software licences | 5,224 | - | - | 5,224 | 428 |
| Websites, Subscriptions and Publicity | 7,121 | - | 516 | 7,637 | 10,856 |
| Equipment and repairs | 33,553 | - | - | 33,553 | 32,895 |
| New Women Centre moving and refurbishment Costs | 66,974 | 40,000 | - | 106,974 | - |
| Lighting and Heating | 4,435 | - | 708 | 5,143 | 7,744 |
| Insurance | 5,738 | - | - | 5,738 | 6,241 |
| Contracted Out Services | 104,936 | - | | 104,936 | 106,113 |
| Salaries | 760,607 | - | 162,574 | 923,181 | 867,097 |
| Women's subsistance | 31,568 | - | - | 31,568 | 27,177 |
| Smallwood Grants | - | - | 24,592 | 24,592 | 29,001 |
| Office costs | 11,914 | - | - | 11,914 | 9,107 |
| Training | 21,658 | - | 1,188 | 22,846 | 4,285 |
| Depreciation | 6,361 | - | - | 6,361 | 5,040 |
| Recruitment and staff welfare | 14,724 | - | - | 14,724 | 13,684 |
| Volunteer expenses | 3,122 | - | 4,853 | 7,975 | 8,812 |
| Sundries | - | - | - | - | 9 |
| Redundancy pay | 2,022 | - | | 2,022 | - |
| Trustee expenses | 897 | - | - | 897 | 680 |
| Consultancy | 1,903 | - | - | 1,903 | 1,779 |
| Auditors remuneration | 3,210 | - | - | 3,210 | 3,600 |
| Professional fee | - | - | - | - | 416 |
| Staff costs | 27,002 | - | - | 27,002 | 26,571 |
| | 1,331,313 | 40,000 | 196,968 | 1,568,281 | 1,362,349 |

## 9 Trustee expenses

No remuneration or benefits were paid to Trustees for the year ended 31 March 2024 or for the year ended 31 March 2023. During the year the charity spend £275 on room hire, refreshment and meals for eight trustees. The charity also paid for the Open Training from The National Council for Voluntary Organisation (NCVO) for three trustees totalling £622.

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Trustees' expenses | 897 | 680 |

## 10 Fees for audit of the accounts

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Auditors fee | 3,360 | 3,600 |

## 11 Operating lease commitments

The following operating lease payments are committed to be paid.

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Within one year | - | - |
| Within two to five years | 152,729 | 250,350 |
| | 152,729 | 250,350 |

Operating lease costs during the year were £39,082 (2023: £37,134).

## 12 Staff costs

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Wages and salaries | 856,303 | 821,302 |
| Social security costs | 74,595 | 73,375 |
| Pension | 17,445 | 17,173 |
| | 948,343 | 911,850 |

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

| | 2024 | 2023 |
|---|---|---|
| Fundraising | - | - |
| Governance | 3 | 3 |
| Charitable activities | 36 | 35 |
| | 39 | 38 |

No employee received remuneration in excess of £60,000

Total key management personal remuneration and benefits for the financial year totalled £51,745.

The charity has two defined contribution pension schemes, a 'money purchase' pension scheme, to which the charity does not contribute, and an auto-enrolment scheme, starting from 1 October 2015 for all eligible employees, to which the charity does contribute. The pension cost to the charity of the auto-enrolment pension for 2024 was £17,445 (2023: £17,173).

Included in other creditors are pension liabilities of £188 relating to employee contributions and £4,131 relating to auto-enrolment scheme contributions.

## 13 Tangible fixed assets

| | Furniture and equipmet | office equipment | Total |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2023 | 14,751 | 6,442 | 21,193 |
| Additions | - | 6,451 | 6,451 |
| At 31 March 2024 | 14,751 | 12,893 | 27,644 |
| **Depreciation** | | | |
| At 1 April 2023 | 8,530 | 4,089 | 12,619 |
| Charge for year | 2,901 | 3,460 | 6,361 |
| At 31 March 2024 | 11,431 | 7,549 | 18,980 |
| **Net Book Value** | | | |
| At 31 March 2023 | 6,221 | 2,353 | 8,574 |
| At 31 March 2024 | 3,320 | 5,344 | 8,664 |

## 14 Debtors and prepayments

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Trade debtors | 110,732 | 36,354 |
| Other debtors | 1,694 | - |
| Prepayments | 4,986 | 9,961 |
| Accrued Income | 35,409 | 38,190 |
| | 152,821 | 84,505 |

## 15 Creditors and accruals

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Trade creditors | 74,932 | 60,608 |
| Other creditors | 5,157 | 6,311 |
| Accruals | 7,868 | 6,054 |
| Taxation and social security | 20,077 | 17,461 |
| Deferred income | 38,530 | 50,410 |
| | 146,564 | 140,844 |

Deferred income reflects grants received in advance for costs and services to be delivered in the next financial year.

Deferred income

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Deferred income at 1 April 2023 | 50,410 | 123,915 |
| Resources deferred in the year | 38,530 | 50,410 |
| Amounts released from previous year | - 50,410 | - 123,915 |
| Deferred income as at 31 March 2024 | 38,530 | 50,410 |

**STAFFORDSHIRE WOMEN'S AID**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 MARCH 2024**

## 16 Analysis of net assets between funds

| | Unrestricted Funds | Designated Funds | Restricted Funds | Total |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Tangible fixed assets | 8,664 | - | - | 8,664 |
| Current assets | 760,070 | - | 79,608 | 839,678 |
| Current liabilities | (146,564) | - | - | 146,564 |
| | 622,170 | - | 79,608 | 701,778 |

## 17 Movement in funds

| | At 01.04.23 | Incoming Resources | Outgoing Resources | Transfer Between Funds | At 31.03.24 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| **Unrestricted Funds** | | | | | |
| General funds | 539,143 | 1,421,642 | (1,339,099) | 484 | 622,170 |
| Designated funds | 40,000 | - | (40,000) | - | - |
| | 579,143 | 1,421,642 | (1,379,099) | 484 | 622,170 |
| **Restricted Funds** | | | | | |
| PADA PAWS project | 484 | - | - | (484) | - |
| The National Lottery Community Fund | - | 77,186 | (77,186) | - | - |
| Santander Foundation | 57,840 | 25,000 | (41,764) | - | 41,076 |
| Santander Foundation-additional funding | - | 20,000 | (10,000) | - | 10,000 |
| Staffordshire Commisioner of Police, | 9,439 | 37,757 | (37,757) | - | 9,439 |
| Business Enterprise Service (BES) | - | 5,669 | (4,002) | - | 1,667 |
| Smallwood Trust (Grant for Women) | 6,018 | 36,000 | (24,592) | - | 17,426 |
| Smallwood Trust (Management Fee) | 1,667 | - | (1,667) | - | - |
| | 75,448 | 201,612 | (196,968) | - | 79,608 |
| | 654,591 | 1,623,254 | (1,576,067) | - | 701,778 |

## 18. Restricted Funds

**The National Lottery Community Fund**
The funding received provides a Counselling Service for victims of domestic and sexual violence.

**Santander Foundation**
The Santander Foundation wants to support UK charities in providing people with the digital confidence, knowledge, and skills to enable then to make better, more informed decisions about money and have access to financial services.

**Staffordshire Commissioner Police | Fire and Rescue | Crime**
The provision of a service to provide ISVA services for victims of sexual abuse.

**Business Enterprise Services (BES)**
Partnership with British Enterprise Services (Building Better Opportunities) to support women to access training, education and/or employment.

**Smallwood Trust (Delivery of a women's grants programme)**
The funding received is for the management and distribution of grants to women in need of financial support due to domestic and sexual violence.

## 19. Related party transactions

There are no related party transactions during the year (2023: £ nil).

## 20. Ultimate controlling party

The ultimate controlling party of the charity is the Board of Trustees.

**STAFFORDSHIRE WOMEN'S AID**

England & Wales - Charity number 1155364

# Accounts

# STAFFORDSHIRE WOMEN'S AID

## FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 MARCH 2023

**Charity Number: 1155364**

# STAFFORDSHIRE WOMEN'S AID
# FINANCIAL STATEMENTS
# FOR THE YEAR ENDED 31 MARCH 2023

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# STAFFORDSHIRE WOMEN'S AID
# FINANCIAL STATEMENTS
# FOR THE YEAR ENDED 31 MARCH 2023

## LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|---|---|
| **CHARITY NUMBER** | **1155364** (England and Wales) |
| **REGISTERED ADDRESS** | Staffordshire Women's Aid<br>PO Box 2387<br>Stafford<br>Staffordshire<br>ST16 3WS |
| **TRUSTEES** | Claire Rowcliffe – Chair<br>Karen Morrey – Vice Chair<br>Linda Horne – Treasurer<br>Sue Shirt<br>Trish Rowlands |
| **AUDITORS** | Lawton Bradford Accountants<br>Chartered Certified Accountants and Statutory Auditors<br>7 Marconi Gate<br>Staffordshire Technology Park<br>Stafford<br>ST18 0FZ |
| **CHIEF EXECUTIVE** | Dickie James (Ms) - resigned 01 March 2023<br>Charlotte Almond – appointed 01 March 2023 |
| **BANKERS** | Unity Trust Bank PLC<br>PO Box 7193<br>Planetary Road<br>Willenhall<br>WV1 9DG |

## STAFFORDSHIRE WOMEN'S AID
## TRUSTEE'S REPORT

## FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their Annual Report and audited Financial Statements of the charity for the year ended 31 March 2023. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

The Trustees named on Page 1 have served throughout the year. Appointment of Trustees is governed by the Constitution of the Charity. There must be at least 3 charity Trustees. The Board of Trustees is authorised to recruit and appoint new Trustees to fill vacancies as and when necessary. The charity Trustees shall decide how their meetings are to be called, and what notice is required.

As from 1st April 2014, Staffordshire Women's Aid began operating as a Charitable Incorporated Organisation, although the organisation has been a registered charity since 25th November 1976.

### INVESTMENT POWERS

The Constitution authorises the Trustees to make and hold investments using the general funds of Staffordshire Women's Aid. The Charity's policy is to invest any surplus funds in low-risk deposit account investments to ensure that funds invested are in a liquid form to facilitate easy access for meeting variations in funding stream income.

The Trustees continue to review the charity's investment policy on an on-going basis.

For the year ended 31 March 2023, the Charity invested £271,497 (2022-£270,276) in deposit accounts, earning interest totaling £2,298 as shown in note 5. The return on the investment has achieved our objective of generating funds without undue risk.

### OBJECTIVES AND ACTIVITIES

To relieve the distress and increase the safety of women and children who have suffered or are exposed to domestic and sexual violence and abuse, by the provision of support, advice, temporary accommodation and any other services or activities which may relieve their circumstances, and where required, we will support men in the same situation.

To relieve any woman or child in necessitous circumstances who may be temporarily homeless by making grants of money or providing or paying for items services or facilities and by the preservation and protection of their mental and physical health in such ways as shall relieve their need.

To educate the public in the causes and effects of domestic and sexual violence and the prevention thereof and to undertake or contribute to research into such matters and / or publish the useful results of such research.

The Trustees have reviewed the Charity Commission's guidance to report on public benefit and the Charity's aims and objects are consistent with this guidance. During the year, all the activities described in this report were undertaken for public benefit.

### OUR VISION

A world where any form of Violence Against Women and Girls, and all forms of domestic and sexual violence are no longer tolerated.

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2023**

## OUR MISSION

To empower victims to become survivors, to live safely and to thrive.

## OUR VALUES

Passion, Empowerment and Trust

## OUR SOCIAL OBJECTIVES

1. To Increase the safety of victims of domestic and sexual violence, including children and young people, whether current, recent, or historical.

2. To meet the immediate and longer term practical and emotional needs of victims of domestic and sexual violence.

3. To empower those who have suffered, or are at risk of experiencing, domestic and sexual violence/and abuse to:
    - Have choices and understand their rights.
    - Improve their physical and mental wellbeing.
    - Build confidence, aspirations, skills, and independence.

4. To ensure that those impacted by domestic and sexual violence and abuse are given a voice in our communities.

5. To educate, campaign, and raise awareness of domestic and sexual violence, and the widespread phenomenon of violence against women and girls, and its impact on individuals and communities.

## STRUCTURE, GOVERNANCE AND MANAGEMENT OF THE CHARITY

The Board of Trustees provides governance and strategic management to Staffordshire Women's Aid. The recruitment process for Trustees aims to build a Board that has a strong commitment to the Vision, Mission and Values of the organization, with a range of managerial and governance skills, an appropriate understanding of the legal responsibilities of Trusteeship and experience in making decisions as part of a Board. Recruitment of Trustees involves openly advertising for places on the Board linking into our own Volunteer Project and a range of local volunteer infrastructure organisations. An application pack is sent out to prospective Trustees, and a successful application will be followed by an interview with the Chair and another Trustee, or the Chief Executive Officer. A successful candidate following interview will be asked to attend at least 3 board meetings, which represents a probationary and induction period. During this period, induction and training of new Trustees is carried out in accordance with the organisation's Trustee and Recruitment Policy. If this process is successful, and it is agreed by the Board, the probationary trustee is invited to become a full trustee. During the year, the Board recruited 2 potential new Trustees who are currently within their probationary period. The charity seeks to represent strong women's leadership through an all women Board of Trustees, as well as volunteer and staff team.

Major risks have been reviewed and systems or procedures have been established to manage those risks.

The Trustees delegate day to day responsibility for running the organisation to its Chief Executive Officer who provides leadership and strategic management, and who is supported by a management and administrative team. A range of free, user-led, specialist support is provided by a team of staff and volunteers, who also train and raise awareness within communities.

In March, after more than 25 years, Dickie James stepped down from her role as CEO of Staffordshire Women's Aid. Dickie worked tirelessly to support victims of abuse in Staffordshire, and leaves behind a strong and committed organisation. The Trustees would like to acknowledge Dickie's fantastic contribution to the Charity, and thank her for all she has done to support women and children living with, fleeing or recovering from domestic and sexual violence.

Following a thorough recruitment process the Board of Trustees were pleased to appoint Charlotte Almond as the new CEO for the coming year.

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2023**

## ACHIEVEMENTS AND PERFORMANCE

During the year we are proud to have continued our work supporting those living with, fleeing, or recovering from the impact of domestic and sexual violence in Staffordshire. Forty-six years on we remain a grass roots, user-led organisation, placing at the heart of our work the experiences of those we support.

The Trustees consider the performance of the Chairty to be in line with its charitable objects, vison, mission, values and social objectives, and to be most satisfactory as outlined below:

### 24-Hour Helpline

The Helpline provides emotional support and specialist information, advice, and guidance on a range of issues for victims of domestic and sexual violence and abuse 24 hours a day, 365 days a year. In addition, the helpline co-ordinates all referrals (self-referrals, agency referrals, email, telephone) into our services. One of the most important functions of the helpline is that, when our refuge is full, we assist women fleeing domestic violence who contact us to secure alternative refuge provision, this can be anywhere in the country and takes several hours to arrange. During the year we have continued to publicise the Helpline number through local community networks, businesses, publicity material and social media.

Our highly trained, committed team of volunteers gave 2,078 hours of their time to run the helpline during 2022/23 providing a lifeline for victims of abuse in our community. In June we were delighted to be awarded **Volunteer Team of the Year** in recognition of their hard work and dedication supporting the community. We are incredibly proud of our Helpline volunteers, they represent the very core of what we stand for - listening, believing and giving victims a voice. The Trustees acknowledge and appreciate the hard work which goes into keeping this vital service running, and express their gratitude to all those who freely volunteer their time to support this service and our community.

**During 2022/23 we responded to 2,120 calls via our 24-Hour Helpline.**

### Refuge Accommodation

refuge & resettlement

Our refuge exists for women and children who are no longer safe in their own homes. We believe that a refuge should provide an environment in which women and children are able to access the choices and facilities which enable them to make the complex journey from Victim to Survivor. Alongside high quality, appropriate accommodation, this can only be possible with intense specialist support which is designed to meet the very diverse needs of the women and children using it. As a result, refuge's not only save lives, they change lives.

**Forward House Refuge** provides safe accommodation for women and children who need to flee their homes because of domestic violence. All our accommodation is self-contained, which means families have their own flat as well as access to communal facilities, such as the Children's playroom.

We also provide a range of safe **Dispersed Refuge Accommodation** within the community for those fleeing domestic violence, including male victims. The self-contained nature of our accommodation means it is possible for us to accommodate victims with a more diverse range of needs, who may otherwise be excluded or unable to access communal refuges.

Our specialist Support Practitioners provide practical and emotional support, and work to re-build the confidence and self-esteem which so many women and children lose because of domestic violence. They provide specialist support to help women recover from the abuse they have experienced, secure suitable long-term accommodation and build their skills and resilience for independent living, enabling them, and their children, to thrive. We are grateful for funding from the Nationwide Building Society which enabled us to provide this specialist support to families staying in our dispersed

refuge accommodation.

The **Resettlement Service** helps women to move into safe, long-term accommodation following Refuge. The resettlement worker will support them through all the practical tasks of moving into a new home, including accessing grants for furniture or white goods. The resettlement worker will also help women access local schools and groups for their children. Resettlement work will continue for about 8 weeks after a woman has left the refuge to ensure they are not left feeling isolated and have settled well into their new home.

We would like to express our thanks for the support we have received from local community groups in organizing days out and for funding parties, celebrations, meals and other activities, including our Breakfast Club, for women and children at our refuge. Such positive activities are often denied to women and children when living with an abusive relationship. We are particularly grateful to the Arts Council England who funded an arts project for the women and children at Forward House Refuge to commemorate the Queens Jubilee. The women and children attended a series of therapeutic workshops to design a living piece of art that was installed in the garden at ForWard House Refuge. We then held a special tea party enabling families to celebrate the Jubilee. It is important to recognise that because they are living in refuge, the opportunities for women and children to access other celebrations as part of the Queen's Jubilee was significantly reduced. This project enabled the residents to make connections with each other and reduce feelings of isolation. It also helped create positive, happy memories, which is particularly important for children, and is key in helping to build emotional resilience in young people.

During 2022/23 we received 420 referrals for refuge space. Of this, we accommodated 25 women and 55 children within our range of refuge accommodation, with 26 women and their children successfully completing service and resettling in long-term accommodation. In addition, we secured refuge for a further 145 families from Staffordshire.

***"Women's Aid has saved my life. I started my journey in the refuge ForWard House and from day one the support I had was absolutely brilliant, so much so if it wasn't for the team I genuinely wouldn't be alive today. I've come across so many barriers along my journey but the one constant was the Refuge team. The workshops at Women's Aid including power to change, well-being Wednesday and BBO have been life changing for myself. Without your support I wouldn't be the woman I am today and know my boundaries and my rights. My confidence is down to all the staff who are a part of Staffordshire Women's Aid."***

**Women's Homelessness and Resettlement Service**

The Homelessness and Resettlement Service is funded by Stafford Borough Council, Cannock Chase District Council and South Staffordshire District Council. A dedicated domestic abuse practitioner acts as a single point of contact for the Housing Options Teams across all 3 local authorities.

The aim of the role is to achieve solutions for women at risk of homelessness or homeless due to domestic and/or sexual violence. The Homelessness and Resettlement role includes regular meetings with the housing team, joint working, and exchange of knowledge. Its aim is to build close working partnerships focusing upon the needs of victims, seeking solutions such as speedier access to refuge, safety measures and other accommodation and support solutions. As well as working intensively with victims of domestic abuse presenting to housing team as homeless, the project also works with the housing team and other homelessness agencies to provide appropriate support for female rough sleepers living with domestic/sexual abuse. It aims to engage this particularly vulnerable cohort in specialist support via the partnership since female rough sleepers are significantly less likely to approach SWA for support through established referral pathways such as the 24-hour help line.

There have been 80 referrals into this service in 2022/23. All women were offered advice, safety planning, signposting, multi-agency working and support in securing safe accommodation.

Staffordshire Survive
Sexual Assault & Abuse Service

**Survive Sexual Assault and Abuse Service** provides a free, non-judgmental, and confidential service for adults, both male and female, children over the age of 4, and close family members/significant others who have been affected by sexual assault or abuse at any point during their lives across Staffordshire. Victims can seek support whether they report the crime to the police or not.

*During the year we have successfully supported 654 men, women, trans adults and children aged between 4 - 78 years old through the ISVA, CHISVA and Family Support Service.*

**ISVA and CHISVA Service**

Our **Independent Sexual Violence Advisors (ISVA)** and **Children's Independent Sexual Violence Advisors (CHISVA)** provide practical help, advice, and emotional support to victims of sexual violence and abuse. This also includes support to navigate the criminal justice system for those victims who have reported to the police.

We have continued to offer support sessions by telephone, video call and face to face. This has helped service users determine the type of support they would like, and enabled greater accessibility to our service for those who work, have caring responsibilities or who don't want to come to our resource centre/have a home visit. We have also provided one to one support to children and young people in over 50 schools and colleges across Staffordshire.

**The Family Support Service**

This service provides practical and emotional support to people who have been impacted by any form of sexual abuse against a close family member or significant other. It helps to meet the needs of victims and their families, providing accurate information on criminal justice processes, victims' rights and referring to other agencies as appropriate.

**Partnership Working in the Survive Sexual Assault and Abuse Service**

We regularly attend both the RASSO strategic and scrutiny meetings alongside partner agencies. In addition, we also meet with the Police, Victim Gateway, and other providers to improve partnership working to ensure the best possible response to victims of sexual violence in Staffordshire. Other partnership work includes:

- Working in partnership with Midlands Foundation Partnership NHS Trust and North Staffordshire Combined NHS Trust on a new Pathfinders Project for Adult Survivors of Sexual Assault and Abuse with Complex Trauma Related Mental Health Needs.
- Participation in the West Midlands National ISVA Framework Implementation Group.
- Attendance at the CPS ISVA Forum and quarterly meetings with the RASSO prosecutor.
- Participation in the West Midlands CPS VAWG scrutiny panel reviews.

***"Your services were absolutely amazing. I worked closely with my ISVA, and she was absolutely brilliant. I am very thankful for the support provided by Women's Aid and would recommend your support to anyone who needed it."***

***"I am still using an ISVA and Staffordshire Women's Aid for support after 2 years; I will never be able to thank them enough."***

## SWA Counselling Services

We have continued to further develop and deliver our **Counselling Service** this year to victims of domestic and sexual violence. Counselling is an important part of the recovery process for victims of abuse, enabling service users to acknowledge their experiences and express their feelings in a safe and supported environment. We have continued to offer counselling through face-to-face appointments and remote appointments by telephone or zoom. Whilst most service users want face to face appointments, some prefer the option of remote counselling. The flexibility of remote counselling reduces travelling and the difficulties of getting to appointments, especially for those in work or those who have caring responsibilities.

Due to the continued high demand for counselling, and despite increasing provision, we have continued to hold a waiting list throughout the year. The waiting time for adults is four months and for children and young people it is three months. We have introduced a number of measures to manage the waiting list and to ensure that service users are not left feeling unsupported. Helpline volunteers provide regular welfare calls to those on the waiting list offering emotional support and assessing if risks/needs have changed. We have also introduced an online self-help program called Taste of Recovery that we offer to those on the waiting list as an extra support whilst waiting for counselling.

*During the year our team of qualified counsellors provided therapeutic counselling to 416 adults and 79 children.*

We are extremely grateful to The National Lottery Community Fund, the Staffordshire Commissioner and the Ministry of Justice for funding our Counselling Service and helping us respond to the needs of victims of domestic and sexual violence in our community.

### Fast Track Counselling

The Fast Track counselling service, funded by G4S, provides a dedicated counselling service to anyone who attends the SARC (Sexual Assault Referral Centre) based in Stoke-on-Trent. All service users attending the SARC are able to access immediate trauma counselling for up to ten sessions. For service users who require more than ten sessions, their counselling continues through SWA's counselling service.

### HMP Drake Hall

We are very pleased to have been able to continue our work in Drake Hall Prison offering weekly counselling sessions to women who have experienced domestic or sexual abuse.

Our partnership with Drake Hall has allowed us to continue to support their charity shop, which is run by the women, for the women in Drake Hall Prison. We are able to supply the charity shop with our surplus donations, and any funds raised are then donated to SWA. This way of working alongside Drake Hall has enabled us to raise awareness of our work within the prison and become more visible to those women who are vulnerable and impacted by violence against women.

### Student Placements

During the year we recruited and trained 4 counselling students on placement with us from Keele University and Buxton & Leek College. They have proved to be an invaluable addition to our counselling service providing up to twenty-four counselling sessions a week to our service users. Three of our students from previous years continue to work for us as fully qualified counsellors.

"The Counselling Service helped me so much, everyone has been so professional and empathetic. It was reassuring to speak to someone with no emotional attachment to myself and just be able to talk openly and not feel judged or belittled. Brilliant service, thank you!"

We offer the following range of community-based services for women, delivered in safe, trauma informed environments which aim to combat gender inequality, which is, in our view, both the cause and consequence of violence against women and girls.

**Group Work**

Over 400 women accessed one of our groups or workshops in 2022/23 to aid recovery, improve well-being and build self-esteem and skills, including:

**Power to Change** is an educational programme for women who have experienced violence and abuse. The programme focusses on assertiveness techniques, establishing boundaries and assessing abusive and healthy relationships as well as building self-esteem, confidence, and self-determination.

***"This course has definitely opened my eyes and given me direction, my confidence has grown."***

**Our Well-Being Group**, delivered in partnership with MPFT, has been co-designed with service users and is tailored to the needs of women who have experienced domestic and/or sexual violence and abuse. It provides guided, self-help techniques and tools to improve mental health and well-being and is delivered alongside Peer Volunteers.

In addition to the structured group work programmes above, we have also delivered a range of group activities and workshops at our Women's Centre to help reduce isolation and improve women's confidence, health and well-being, including:

- **Coffee Mornings** where women can drop in and participate in a range of different activities. This group encourages peer support, empowerment and self-resilience and helps to develop and shape future service provision.
- **Winter Warmth Event** providing information regarding energy saving tips, cooking on a budget, preparing for winter blackouts, accessing warm spaces and explaining the government winter fuel concessions.
- **Digital and Financial Drop-Ins and Employability Workshops**

**Legal Clinic**

Our partnership with Staffordshire University and Lewis Rogers Solicitors continues to provide a free, confidential, legal advice clinic once a month for victims of domestic and sexual violence and abuse.

In 2022/23, 34 women accessed the Legal Clinic for a range of issues, including Divorce, Child Contact, Family Law and Injunctions.

**BES – Building Better Opportunities**

Building Better Opportunities Stafford & South Staffordshire is a jointly funded project by The National Lottery Community Fund and European Social Fund, aimed at supporting people living in Stafford and South Staffordshire who are out-of-work. The initiative is led and developed by Business Enterprise Support.

We have continued to offer the Building Better Opportunities project throughout the year supporting women into education, training, and employment. This also involves raising self-esteem and aspirations through structured group work and tailored 1-1 support.

During 2022/23 we received 35 referrals to BBO for individual 1-1 support and 14 referrals for BBO group work.

**FITS for the Future Project**

The FITS project is a new addition to our range of women's community services funded by The Santander Foundation. This project has been developed in response to the particular needs of women at risk of, living with or recovering from Violence Against Women and Girls to improve their personal independence, employability, financial resilience, and digital resources. The project started in the summer and provides tailored 1-1 support to meet service users identified needs to combat the impact of financial and economic abuse. In addition, we also deliver structured group work programmes allowing women to build their digital and financial skills, covering topics such as money management, budgeting skills and online banking. We also support women to access free IT training to improve their basic computer skills and have established links with local schemes that distribute reconditioned IT equipment. The Trustees would like to thank The Santander Foundation for their support in funding this project to meet the needs of women in our community.

In 2022/23, 36 women were supported through the FITS project.

**Smallwood Grants**

Staffordshire Women's Aid is an approved Community Grant Partner for the Smallwood Trust. This means we are able to provide grants of up to £1,000 to help women overcome financial adversity and improve their well-being. Through this project we have been able to assist 47 women accessing our services to improve their financial stability and relieve hardship during the year. In December, we were pleased to secure continuation funding for this project for a further 3 years. The new funding also enables us to support women to access employability interventions to improve their financial independence. The Trustees would like to thank the Smallwood Trust for their continued support in helping women overcome financial adversity, this support is even more important at the moment given the cost of living crisis affecting so many of the women we work with.

**Research, Training and Awareness Raising**

Alongside the provision of front-line services, we aim to create positive change in our communities through training, research, awareness raising and preventative education.

Over the year we have successfully continued to deliver a range of awareness raising activities, research and training as follows:

- Six CPD accredited Sexual Violence Multi-Agency Training Days to 76 delegates.
- Four Sexual Violence Awareness Raising webinars to 153 delegates.
- Three SSCB Multi-Agency Level 3 Sexual Abuse Training Days to 84 delegates.
- Two CPD accredited Domestic Violence Training Days to 16 delegates.
- Two Expect Respect Healthy Relationship Webinars to 31 delegates from educational establishments.
- Healthy Relationship Workshops to 232 students at Stafford Grammar School and Lichfield Grammar School
- In partnership with Staffordshire University, we carried out a community research and consultation project to better understand the needs of Sexual Assault and Abuse Victims from Black and Ethnic Minority Communities in Staffordshire and Stoke-on-Trent
- We ran a public awareness raining campaign during Sexual Violence Awareness Week in February, this included a social media campaign raising awareness of sexual abuse and the support provided by Survive as well as attending events at Keele University and Stafford College
- We held a candlelit vigil to mark International Day for the Elimination of Violence Against Women and Girls in Market Square Stafford.

### Women's Foodbank

Sadly, we continued to see a significant need for the Food Bank from women accessing our services over the last year. Our Food Bank provides food, toiletries, personal hygiene products, clothes, and baby equipment. We have also had several women in the last year who have been unable to buy birthday gifts for their children due to increasing levels of poverty. As a result, we have also started to provide birthday gifts for children.

Through our Food Bank we were also able to distribute Festive Hampers, Christmas gifts and Easter Eggs to families we support. In addition, during the summer we partnered with Signpost Services and Rising Brook Church to deliver a Uniform Bank distributing new and second-hand school uniforms to local families in the community. It is thanks to the generosity of local businesses, community groups and individuals that we have been able to continue to provide this invaluable service over the last year.

During 2022/23 we have supported 1,129 women and families through our Food Bank.

### Volunteer Project

Staffordshire Women's Aid was established by a group of committed volunteers, and volunteers are still at the heart of what we do. Without their support, we would not be able to offer many of the services that we currently do. Our Board of Trustees also give of their time on a voluntary basis to help provide governance and oversight to our charity. During the year we recruited and trained 15 new volunteers to help run the helpline, legal clinic, group programmes and activities, resettlement support and the Food Bank. We value the time and dedication of all our volunteers, who each bring different skills and experiences to their roles.

Our highly trained and committed team of volunteers gave 2078 hours of their time during 2022/23

## THE IMPACT WE HAVE MADE ON LIVES

We have been able to measure the difference our work makes during the year using Women's Aid's On Track Outcomes measuring tool. On-Track is an evidence-based tool for supporting and measuring change, and compliments our approach to service delivery which is victim centred, strengths based and outcome focused. It enables support practitioners, alongside their service users, to measure changes throughout their support journey. This not only empowers service users to identify individual progress, it also enables us to track how far we are progressing towards overall service outcomes.

During 2022/23:

- 96% of service users felt safer after using the service
- 95% of service users felt they were better able to access other services
- 94% of service users felt they were able to live more independently
- 96% of service users felt they had improved physical and mental health
- 97% of service users reported a significant increase in confidence and self-esteem

## STRATEGIC DEVELOPMENTS IN THE YEAR

Following the loss of a long-term local authority funded contract in 2018/19, we have worked hard to recover from the significant loss of income and capacity, to build our financial resilience, and to transform our offer to the communities we serve and move into new growth. Central to our business objectives was to diversify our income streams, reducing over-dependence on one funder, and to develop new ways of achieving our social objectives. The Trustees are pleased to report that over the last 3 years we have achieved this, and our financial turnover has increased, alongside our offer to the local community. At the same time, demand for our services has increased very significantly following the Covid-19 pandemic, and alongside the cost-of-living crisis. The needs of our beneficiaries have also changed and become more complex and wide-ranging.

We aim to build on this growth in income and demand through our new three-year Business Plan developed this year following our internal strategic review Shaping Our Future Together. It is our aim to respond to the changing

needs of our beneficiaries, and to remain strong and resilient as an organisation.

The Board of Trustees identified the following Business Objectives which will underpin our strategy over the next 3 years:

1. Research, monitor and respond to the changing environment in which we operate, and the changing needs and challenges our beneficiaries face.

2. Implement robust monitoring systems to ensure that we can measure performance and the real impact of our work.

3. Develop resource and infrastructure in line with our business needs, investing in our board, staff, and volunteers to ensure excellence in governance, practice and service delivery.

4. Increase the range of services we offer through development of a Women's Centre model.

5. Diversify our income streams to develop a more financially sustainable organisation.

As a Charity, we believe that we have a duty to demonstrate that our organisation and its work is endorsed by external quality standards so that our service users, staff and stakeholders can feel confident in our approach. We also recognise that there is always more to learn, therefore we take a pro-active approach towards the continuous improvement our services.

In December we were delighted to be awarded the Lime Culture Quality Standards for Independent Sexual Violence Adviser Services. We are incredibly proud to have achieved the Quality Standards in recognition of our work supporting victims and survivors of sexual violence/abuse in Staffordshire. The team worked really hard, and their outstanding commitment, knowledge and professionalism was highlighted by the accreditation team. In addition, we were also part of a national project, funded by DCMS, to develop a trauma informed kite mark for the specialist VAWG sector.

During the year we have worked in partnership with Midlands Foundation Partnership NHS Trust and North Staffordshire Combined NHS Trust on a new Pathfinders Project for Adult Survivors of Sexual Assault and Abuse with Complex Trauma Related Mental Health Needs. The project aims to make a significant difference to the accessibility of mental health services for Survivors of sexual abuse by creating delivery partnerships so survivors can access the right care in the right setting.

## PLANS FOR FUTURE PERIODS

### Future Challenges and Developments

The Board of Trustees are pleased to report that continuing steady growth will help the charity continue with increased sustainability in the next 12 months, and a wider reach in our local communities to those who need our support. The Business Plan will continue to monitor this, as well as identify new risks and challenges.

Unfortunately for many women and children, the impact of the Covid-19 pandemic and rising economic uncertainty means they are even more vulnerable to violence and abuse. As a result, demand for all our services has increased over the last 3 years. In addition, when analysing service user needs since April 2019, we can see a sharp increase in the number of service users presenting with complex and multiple needs. To help us meet the increased demand for services, and the increasing range of complex and multiple needs, we have identified the need to expand our existing Women's Centre model. As such, we will be moving to new premises next year within Stafford town centre. The new Women's Centre will increase the number of rooms available to deliver specialist, trauma informed support, providing an environment that is sensitive to the wide range of needs and experiences of the women we work with. This will enable us to respond to increased numbers of service users as well as broaden the range of therapeutic services/interventions that we are able to offer.

The contract for our Sexual Assault and Abuse Service, Survive, funded by the Staffordshire Commissioner, ends next year and will be going out to competitive tender. The service has revolutionized, and grown considerably, since its inception three years ago to meet the growing and changing needs of victims of sexual violence in Staffordshire. The Trustees very much hope we are successful in retaining this important service.

It is the charity's aim to continue to thrive and work alongside our communities, adapting our responses in a changing financial and social climate, always led by our Vision, Mission, Social Objectives and Values.

**Related Parties**

**Staffordshire Women's Aid is a fully affiliated member of the Women's Aid Federation of England.**

## FINANCIAL REVIEW

Total incoming resources for the year ended 31 March 2023 were £1,470,357 showing a upturn of 3.16% against the previous year of £1,425,339. The upturn was due to a new contract with Santander Foundation. There was also a significant increase in funds generated through community fundraising.

Total resources expended in the year amounted to £1,379,110 compared to £1,298,939 in the previous year, an increase of 5.81%.

As a consequence of this there was a surplus of resources in the year of £91,247, which has resulted in total funds and net assets carried forward at 31st March 2023 of £654,591, of which £75,448 is restricted and £40,000 designated.

We would like to express our appreciation to all of our funders and supporters who enable us to continue our important work across Staffordshire. They enable the charity to achieve its objectives in ways which change the lives of those we support.

In addition, we would like to acknowledge the numerous donations made by individuals and community groups, either financial or in the form of food, clothing and other such items which help us support women and children. We would also like to acknowledge the time and care taken by individuals and community groups to make a difference to the women and children through, for example, wrapping and delivering Christmas gifts and preparing welcome bags for the Refuge residents, making one off donations and helping us run Breakfast Club and the Pantry. It is difficult to quantify the importance of such community support, but we know it means a great deal to the women and children we exist to support.

## RISK MANAGEMENT

The Board of Trustees use a Risk Register, and its monitoring covers a range of key issues, including financial, organisational, operational and legal risks, and aims to ensure that the organisation takes and monitors actions to reduce identified risks as far as possible. The organisation also has a Business Continuity Policy which aims to ensure that in an unusual event that might impact upon our ability to deliver our services and run the organization, we have contingency plans in place.

## RESERVES POLICY

It is the aim of Staffordshire Women's Aid to maintain unrestricted funds at a level which equates to at least three months unrestricted expenditure, which was £344,777 in the year 2022-2023. The organisation and its Trustees are pleased to announce that we had succeeded in achieving this with the measures implemented in last year's accounts.

We will continue to work towards the same success in 2023-24 by implementing the following as part of our Finance and Fundraising Strategy:

- Continue to invest in our Fundraising Function so that we can maximise potential income.
- In recognition of the risk of depending upon statutory funding, we will use our skills in more diverse ways, and so attract funding from a wider range of sources. This has meant a significant increase in income from training delivery and from specialist projects.
- Seek new ways of using our expertise and knowledge to develop women's community services.
- Make every effort to maximise assets and streamline outgoing costs.

By implementing this strategy, we are aiming to achieve a position of being able to maintain unrestricted funds at a level equating to the costs of covering management, administration, and support for at least three months by the financial year ending March 2024.

## STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in

accordance with applicable law and United Kingdom Accounting Standards (New United Kingdom Generally Accepted Accounting Practice).

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

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

a. Select suitable accounting policies and apply them consistently.
b. Observe the methods and principles in the Charities SORP 2019 (FRS 102).
c. Make judgements and estimates that are reasonable and prudent.
d. State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
e. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

## APPROVAL:

This report was approved by the Board of Trustees on **7 December 2023**

And signed on behalf by

.....
**Claire Rowcliffe (Chair)**

.....
**Linda Horne (Treasurer)**

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2023

### Opinion

We have audited the financial statements of Staffordshire Women's Aid (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 13 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

As part of the planning process:

- We enquire of management the systems and controls the charity has in place, areas of the accounts most susceptible to the risk of irregularities and fraud, and any instances of or suspected fraud.
- We obtain an understanding of the legal and regulatory frameworks applicable to the charitable company.
- We consider the incentives and opportunities that exist in the charity, including the extent of management bias, which presents potential for irregularities and fraud to occur, and tailor our risk assessment accordingly.
- Using our knowledge of the charitable incorporated organisation, together with discussions held with the charity at the planning stage, we form a conclusion on the risk of misstatement due to irregularities including fraud and tailor our audit procedures accordingly.

The key procedures we undertake to detect irregularities including fraud during the audit include:

- Identifying and testing journal entries and the overall accounting record, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging assumptions and judgements used by management, including any significant accounting estimates.
- Assessing the extent of compliance with relevant laws and regulations.
- Testing key income lines, including cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between Restricted and Unrestricted Funds.
- Obtaining third party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the charity board minutes, correspondence with solicitors, for evidence of irregularities including fraud.

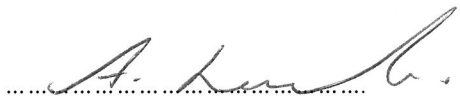
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2023

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for.This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Adele Elizabeth Lawton (Senior Statutory Auditor)
For and on behalf of Lawton Bradford Accountants Limited
Chartered Certified Accountants
Registered Auditors
7 Marconi Gate
Staffordshire Technology Park
Stafford
ST18 0FZ

Date 13/12/2023

## STAFFORDSHIRE WOMEN'S AID
## STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
## YEAR ENDED 31 MARCH 2023

| | Note | Unrestricted Funds 2023 £ | Designated Funds 2023 £ | Restricted Funds 2023 £ | Total Funds 2023 £ | Total Funds 2022 £ |
|---|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | | |
| Donations and legacies | 3 | 65,564 | - | - | 65,564 | 79,470 |
| Other Income | 4 | 7,040 | - | - | 7,040 | 650 |
| Income from investment | 5 | 2,298 | - | - | 2,298 | 1,117 |
| **Income from charitable activities** | 6 | 1,191,024 | - | 204,431 | 1,395,455 | 1,344,102 |
| **Total income and endownments** | | 1,265,926 | - | 204,431 | 1,470,357 | 1,425,339 |
| **Expenditure on:** | | | | | | |
| Cost of generating funds | 7 | 16,761 | - | - | 16,761 | 16,356 |
| Expenditure on charitable activities | 8 | 1,119,232 | - | 243,117 | 1,362,349 | 1,282,583 |
| **Total resources expended** | | 1,135,993 | - | 243,117 | 1,379,110 | 1,298,939 |
| **Net income/(expenditure)** | | 129,933 | - | (38,686) | 91,247 | 126,400 |
| Transfer between funds | 17 | (40,000) | 40,000 | - | - | - |
| **Net movement in funds** | | 89,933 | 40,000 | (38,686) | 91,247 | 126,400 |
| **Reconciliation of funds** | | | | | | |
| Total funds brought forward | | 449,210 | - | 114,134 | 563,344 | 436,944 |
| **Total funds carried forward** | | 539,143 | 40,000 | 75,448 | 654,591 | 563,344 |

All income and expenditure derive from continuing activities.

The charity has no recognised gains or losses other than the surplus for the above year.

**STAFFORDSHIRE WOMEN'S AID**
**BALANCE SHEET**
**YEAR ENDED 31 MARCH 2023**

Charity Number: 1155364

| | Note | Total Funds 2023 £ | Total Funds 2022 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 13 | 8,574 | 10,419 |
| **Current Assets** | | | |
| Debtors | 14 | 84,505 | 260,836 |
| Cash at bank and in hand | | 702,356 | 505,279 |
| **Total current assets** | | 786,861 | 766,115 |
| **Creditors amounts falling due within one year** | 15 | (140,844) | (213,190) |
| **Net current assets** | | 646,017 | 552,925 |
| **Total assets less current liabilities** | | 654,591 | 563,344 |
| **Net assets** | 16 | 654,591 | 563,344 |
| **Charity funds** | | | |
| Unrestricted funds | | | |
| General funds | | 539,143 | 449,210 |
| Designated Fund | | 40,000 | - |
| | 17 | 579,143 | 449,210 |
| Restricted funds | | | |
| Charity restricted funds | 17 | 75,448 | 114,134 |
| **Total funds** | | 654,591 | 563,344 |

The financial statements were authorised for issue by the Board on 7/12/2023

Signed on its behalf of the Board of Trustees

.....
Claire Rowcliffe (Chair)

The notes on pages 19 to 31 form part of these financial statements.

**STAFFORDSHIRE WOMEN'S AID**
**CASH FLOW STATEMENTS**
**YEAR ENDED 31 MARCH 2023**

| | 2023 | | 2022 | |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Cash flow from operating activities** | | | | |
| Net income / (expenditure) | 91,247 | | 126,400 | |
| Depreciation Charge | 5,031 | | 5,086 | |
| Interest from investments | (2,298) | | (1,117) | |
| (Increase)/decrease in debtors | 176,331 | | (127,164) | |
| Increase/(decrease) in creditors | (72,346) | | 107,546 | |
| **Net cash inflow/(outflow) from operating activities** | 197,965 | | 110,751 | |
| **Cash flow from investing activities** | | | | |
| Interest received | 2,298 | | 1,117 | |
| Purchase of tangible fixed assets | (3,186) | | (8,265) | |
| **Net cash (outflow)/inflow on investing activities** | (888) | | (7,148) | |
| **Net increase in cash** | 197,077 | | 103,603 | |
| Cash at bank at beginning of year | 505,279 | | 401,676 | |
| Cash at bank at end of year | 702,356 | | 505,279 | |

**STAFFORDSHIRE WOMEN'S AID**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 MARCH 2023**

**1 Statutory Information**

Staffordshire Women's Aid adopted a Charitable Incorporated Organisation Structure on 16 January 2014. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities is to support victims of domestic and sexual violence.

**Accounting Policies**

**2 Accounting convention**

The charity constitutes a public benefit as defined by SORP FRS 102. The financial statements have been prepared in accordance with the Accounting and reporting for Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (Charities SORP FRS102) (effective 1 January 2019), the Charities Act 2011 and UK Generally Accepted Practice. The financial statements have been prepared under the historical costs convention and give a true and fair view.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

**Income recognition**

All incoming resources are included in the Statement of Financial Activities where the charity is legally entitled to the income and any conditions for receipt are met and the amount can be measured with reasonable accuracy. Donated facilities and goods are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and goods. A corresponding amount is recognised in expenditure.

**Going Concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern

**Expenses recognition**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Where costs cannot be directly attributed to a particular heading, they have been allocated to activities on a basis consistent with the use of resources.

The Charity became Smallwood Trust grant partner for distribution of grants to the service users.

**Tangible fixed assets**

Tangible fixed assets are stated at cost less depreciation.
Assets under the value of one hundred pounds are treated as repairs and written off in the year of purchase.
Depreciation is provided at rates calculated to write off the cost or valuation of Fixed Assets, less their estimated residual value, over their expected useful lives on the following basis:
Furniture and Equipment, 20% per annum straight line and Office Equipment, 33% per annum straight line.

2. **Accounting Policies continued**

**Taxation**
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable entity for tax purposes

**Fund accounting**
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

**Accrued income**
Accrued income represents revenue earned but not invoiced on 31 March 2023. When it is invoiced, it is credited to the accrued income account.

**Deferred Income**
Deferred income represents revenue collected but not earned as of 31 March 2023. This primarily comprises restricted fund income. When earned it is credited to the Income and expenditure account.

**Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**Operating Lease commitments**
Rentals paid under operating leases are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**Financial instruments**
The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade debtors, other debtors, trade creditors and other creditors.

**Trustee and related party transactions**
No members of management received any remuneration during the year in their capacity as trustee.
No Trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

**Going concern accounting policy**
At the time of approving the financial statements the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future.

2. **Accounting Policies continued**

**Government grants**
Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

**Grant making**
The Charity became Smallwood Trust grant partner for distribution of grants to the service users. The grants distributed as per the grant agreement with Smallwood Trust. The income and expenditure are recorded as restricted in the financial statements.
Total grants paid to individuals for the year ended 31 March 2023 were £29,001 (31 March 2022: £33,561).

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

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are depreciation, accruals, and deferred income.

**3 Income from donations and legacies**

| | Unrestricted Funds | Restricted Funds | Total funds 2023 | Total funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Donations | 65,564 | - | 65,564 | 79,470 |
| | 65,564 | - | 65,564 | 79,470 |

Included in donations was £24,725 donated goods at fair value (2022 £22,263)

**4 Other Income**

| | Unrestricted Funds | Restricted Funds | Total funds 2023 | Total funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| DA Counsultancy | 6,240 | - | 6,240 | - |
| Women's Aid - Honourarium | 800 | - | 800 | 650 |
| | 7,040 | - | 7,040 | 650 |

**5 Income from investments**

| | Unrestricted Funds | Restricted Funds | Total funds 2023 | Total funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Deposit account interest | 2,298 | - | 2,298 | 1,117 |
| | 2,298 | - | 2,298 | 1,117 |

**6 Income from charitable activities**

| | Unrestricted Funds | Restricted Funds | Total funds 2023 | Total funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Charitable grants and dontions | 84,999 | 166,674 | 251,673 | 275,800 |
| Central and local government grants and service level agreements | 833,813 | 37,757 | 871,570 | 787,267 |
| Training income | 3,139 | - | 3,139 | 2,570 |
| Counselling income | - | - | - | 37,075 |
| Rent | 260,695 | - | 260,695 | 227,532 |
| Resident contribution to services | 8,378 | - | 8,378 | 13,858 |
| | 1,191,024 | 204,431 | 1,395,455 | 1,344,102 |

## 6 Income from charitable activities continued

Analysis of charitable grants and donations received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2023 | Total Funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Deamon Solutions Limited | 2,381 | - | 2,381 | - |
| BBC Children in Need | | | - | 19,919 |
| AVA (Against Violence and Abuse) | 20,000 | | 20,000 | - |
| The National Lottery Community Fund | - | 75,674 | 75,674 | 75,255 |
| Staffordshire & Stoke-On-Trent-Together Active | 5,000 | - | 5,000 | - |
| The Community Foundation for Staffordshire | 3,200 | - | 3,200 | - |
| Santander UK foundation Limited | 12,950 | 25,000 | 37,950 | 75,000 |
| Keele University | 1,554 | | 1,554 | - |
| St Luke Church Cannock | 1,172 | - | 1,172 | - |
| Midlands Express | 1,000 | - | 1,000 | - |
| Sarce Surge Fund | - | - | - | 31,501 |
| Smallwood Trust (Grant for Women) | - | 30,000 | 30,000 | 30,000 |
| Smallwood Trust (Grant management fee) | 2,100 | 4,000 | 6,100 | 4,000 |
| Cannock Chase Churches Housing Coalition | 20,000 | - | 20,000 | - |
| Comic Relief | - | - | - | 15,500 |
| The Neigboury Forum | 1,000 | - | 1,000 | - |
| Barton Social Club | 5,000 | - | 5,000 | - |
| Waistrose limited | 1,000 | - | 1,000 | - |
| Sandon Hall | 2,350 | - | 2,350 | - |
| H & J Speake Limited | 1,160 | | 1,160 | - |
| British Enterprise Services (BBO) | - | 32,000 | 32,000 | 22,500 |
| Ground Work | - | - | - | 2,125 |
| Brocton Golf Club | 5,132 | - | 5,132 | - |
| | 84,999 | 166,674 | 251,673 | 275,800 |

**6 Income from charitable activities continued**

Analysis of central and local government grants and service level agreements received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2023 | Total Funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Stafford Borough Council (SLA) | 15,000 | - | 15,000 | 15,000 |
| Stafford Borough Council (Refuge) | 229,173 | - | 229,173 | 223,583 |
| Stafford Borough Council (Domestic Abuse) | 9,485 | - | 9,485 | 14,228 |
| South Staffordshire Distric Council (Domestic Abuse) | 11,857 | - | 11,857 | 2,371 |
| Cannock Chase Council | 14,227 | | 14,227 | 3,557 |
| Community Based SV Counsellor | 21,593 | - | 21,593 | - |
| Community Based DV Counsellor | 17,802 | | 17,802 | |
| OPCC AAC | 12,186 | - | 12,186 | - |
| OPCC CHISVA | 18,466 | - | 18,466 | - |
| Ministry of Justice Covid Grants | - | - | - | 79,152 |
| Staffordshire County Council | - | - | - | 500 |
| Cannock Chase Council (Homelessness | 5,000 | - | 5,000 | 5,000 |
| Cannock Chase District Council (Service charge reimbursed) | 5,586 | - | 5,586 | 5,275 |
| G4S counselling and SARC Surge Fund | 52,325 | | 52,325 | - |
| MOJ Core grant Additional Funding | 4,490 | - | 4,490 | - |
| MOJ counsellor | 20,437 | | 20,437 | |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Counselling) | 41,701 | - | 41,701 | 41,701 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Sexual Abuse and Assault service) | 317,555 | - | 317,555 | 334,333 |
| Staffordshire Commissioner of Police, Fire and Rescue and Crime (NHS Prevention Project) | 36,930 | - | 36,930 | 24,810 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime | - | 37,757 | 37,757 | 37,757 |
| | 833,813 | 37,757 | 871,570 | 787,267 |

## 7 Expenditure on raising funds

| | Unrestricted Funds | Restricted Funds | Total Funds 2023 | Total Funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Staff costs | 7,294 | - | 7,294 | 3,244 |
| Support costs | 9,467 | - | 9,467 | 13,112 |
| | 16,761 | - | 16,761 | 16,356 |

## 8 Expenditure on charitable activities

| | Unrestricted Funds | Restricted Funds | Total Funds 2023 | Total Funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Women's Community Services | 265,372 | 213,552 | 478,924 | 441,417 |
| Survive Sexual Abuse Service | 452,171 | | 452,171 | 334,332 |
| Refuge and Dispersed Accomodatior | 369,739 | 564 | 370,303 | 443,435 |
| Smallwood Trust Grant | - | 29,001 | 29,001 | 33,561 |
| Govenance costs | 31,950 | - | 31,950 | 29,838 |
| | 1,119,232 | 243,117 | 1,362,349 | 1,282,583 |

All grants paid under the grant agreement with Smallwood Trust, were paid to individuals. Refuse and dispersed accomodation costs include £24,725 donated goods at fair value.

Expenditure on charitable activites, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2023 | Total Funds 2022 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Rent and rates | 180,311 | 3,462 | 183,773 | 177,197 |
| Telephone, printing and stationery | 17,012 | 28 | 17,040 | 16,745 |
| Software licences | 428 | - | 428 | 220 |
| Websites, Subscriptions and Publicity | 7,320 | 3,537 | 10,857 | 6,240 |
| Equipment and repairs | 32,895 | - | 32,895 | 39,568 |
| Lighting and Heating | 6,994 | 750 | 7,744 | 7,845 |
| Insurance | 6,241 | - | 6,241 | 5,517 |
| Contracted Out Services | 106,113 | - | 106,113 | 113,285 |
| Salaries | 672,021 | 195,076 | 867,097 | 785,081 |
| Women's subsistance | 27,177 | - | 27,177 | 24,721 |
| Smallwood Grants | - | 29,001 | 29,001 | 33,561 |
| Office costs | 9,107 | - | 9,107 | 7,402 |
| Training | 2,385 | 1,900 | 4,285 | 10,398 |
| Depreciation | 5,040 | - | 5,040 | 5,085 |
| Recruitment and staff welfare | 8,404 | 5,280 | 13,684 | 15,066 |
| Volunteer expenses | 4,729 | 4,083 | 8,812 | 4,753 |
| Sundries | 9 | - | 9 | - |
| Trustee expenses | 680 | - | 680 | 60 |
| Consultancy | 1,779 | - | 1,779 | 1,663 |
| Auditors remuneration | 3,600 | - | 3,600 | 3,000 |
| Professional fee | 416 | - | 416 | - |
| Staff costs | 26,571 | - | 26,571 | 25,175 |
| | 1,119,232 | 243,117 | 1,362,349 | 1,282,583 |

**9 Trustee expenses**

No remuneration or benefits were paid to Trustees for the year ended 31 March 2023 or for the year ended 31 March 2022.

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trustees' expenses | 680 | 60 |

3 Trustees were reimbursed for Board meeting expenses and one Trustee received flowers to a value of £25.

**10 Fees for audit of the accounts**

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Auditors fee | 3,600 | 3,000 |

**11 Operating lease commitments**

The following operating lease payments are committed to be paid.

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Within one year | - | - |
| Within two to five years | 250,350 | 108,676 |
| | 250,350 | 108,676 |

Operating lease costs during the year were £37,134 (2022: £37,134).

**12 Staff costs**

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Wages and salaries | 821,302 | 737,254 |
| Social security costs | 73,375 | 62,213 |
| Pension | 17,173 | 15,123 |
| | 911,850 | 814,590 |

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

| | 2023 | 2022 |
|---|---|---|
| Fundraising | - | - |
| Governance | 3 | 3 |
| Charitable activities | 35 | 33 |
| | 38 | 36 |

No employee received remuneration in excess of £60,000

Total key management personal remuneration and benefits for the financial year totalled £45,908.

The charity has two defined contribution pension schemes, a 'money purchase' pension scheme, to which the charity does not contribute, and an auto-enrolment scheme, starting from 1 October 2015 for all eligible employees, to which the charity does contribute. The pension cost to the charity of the auto-enrolment pension for 2023 was £17,173 (2022: £15,123).

Included in other creditors are pension liabilities of £188 relating to employee contributions and £3,271 relating to auto-enrolment scheme contributions.

## 13 Tangible fixed assets

| | Furniture and equipmet | office equipment | Total |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2022 | 79,463 | 18,425 | 97,888 |
| Additions | 1,570 | 1,616 | 3,186 |
| Disposal | (66,282) | (13,599) | (79,881) |
| At 31 March 2023 | 14,751 | 6,442 | 21,193 |
| **Depreciation** | | | |
| At 1 April 2022 | 71,760 | 15,709 | 87,469 |
| Charge for year | 3,052 | 1,979 | 5,031 |
| Disposal | (66,282) | (13,599) | (79,881) |
| At 31 March 2023 | 8,530 | 4,089 | 12,619 |
| **Net Book Value** | | | |
| At 31 March 2022 | 7,703 | 2,716 | 10,419 |
| At 31 March 2023 | 6,221 | 2,353 | 8,574 |

## 14 Debtors and prepayments

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trade debtors | 36,354 | 177,585 |
| Prepayments | 9,961 | 9,114 |
| Accrued Income | 38,190 | 74,137 |
| | 84,505 | 260,836 |

## 15 Creditors and accruals

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trade creditors | 60,608 | 59,848 |
| Other creditors | 6,311 | 4,219 |
| Accruals | 6,054 | 8,770 |
| Taxation and social security | 17,461 | 16,438 |
| Deferred income | 50,410 | 123,915 |
| | 140,844 | 213,190 |

Deferred income reflects grants received in advance for costs and services to be delivered in the next financial year.

**STAFFORDSHIRE WOMEN'S AID**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 MARCH 2023**

## 16 Analysis of net assets between funds

| | Unrestricted funds | Designated funds | Restricted Funds | Total |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Tangible fixed assets | 8,574 | - | - | 8,574 |
| Current assets | 671,413 | 40,000 | 75,448 | 786,861 |
| Current liabilities | (140,844) | - | | (140,844) |
| | 539,143 | 40,000 | 75,448 | 654,591 |

## 17 Movement in funds

| | At 01.04.22 | Incoming Resources | Outgoing Resources | Transfer Between funds | At 31.03.23 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| **Unrestricted Funds** | | | | | |
| General funds | 449,210 | 1,265,926 | (1,135,993) | (40,000) | 539,143 |
| Designated funds | - | - | - | 40,000 | 40,000 |
| | 449,210 | 1,265,926 | (1,135,993) | - | 579,143 |
| **Restricted Funds** | | | | | |
| PADA PAWS project | 484 | - | - | - | 484 |
| The National Lottery Community Fund | - | 75,674 | (75,674) | | - |
| Santander Foundation | 75,000 | 25,000 | (42,160) | | 57,840 |
| Nationwide Building Society | 22,317 | - | (22,317) | - | - |
| Staffordshire Commisioner of Police, Fire and Rescue and Crime | 9,439 | 37,757 | (37,757) | - | 9,439 |
| Business Enterprise Service (BBO) | 208 | 32,000 | (32,208) | - | - |
| Smallwood Trust (Grant for Women) | 5,019 | 30,000 | (29,001) | - | 6,018 |
| Smallwood Trust (Management Fee) | 1,667 | 4,000 | (4,000) | - | 1,667 |
| | 114,134 | 204,431 | (243,117) | - | 75,448 |
| | 563,344 | 1,470,357 | (1,379,110) | - | 654,591 |

Apart from the Unrestricted Funds, which are used for its day-to-day activities, the other funds consi
as part of the Board's free reserves are the Designated Funds. These are reserves that have been rin
fenced for the refurbishment of the new headquater (SWA Women's Centre), although the Trustees
Board have discretion at any time to transfer the reserves back to the unrestricted category.
It is envisaged that the designated fund will be utilised over the next 12 to 18 months.

## 18. Restricted Funds

**PADA Paw**
The funding received to help pay for pet accommodation for women that stay in the Refuge.

**The National Lottery Community Fund**
The funding received provides a Counselling Service for victims of domestic and sexual violence.

**Santander Foundation**
The Santander Foundation wants to support UK charities in providing people with the digital confidence, knowledge, and skills to enable then to make better, more informed decisions about money and have access to financial services.

**Staffordshire Commissioner Police | Fire and Rescue | Crime**
The provision of a service to provide ISVA services for victims of sexual abuse.

**Business Enterprise Services (BBO)**
Partnership with British Enterprise Services (Building Better Opportunities) to support women to access training, education and/or employment.

**Smallwood Trust (Delivery of a women's grants programme)**
The funding received is for the management and distribution of grants to women in need of financial support due to domestic and sexual violence.

**Nationwide Building Society**
The funding received is to provide a resettlement project to support families moving into long term secure housing after leaving the refuge.

## 19. Related party transactions

There are no related party transactions during the year (2022: £ nil).

**STAFFORDSHIRE WOMEN'S AID**

England & Wales - Charity number 1155364

# Accounts

# STAFFORDSHIRE WOMEN'S AID

## FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 MARCH 2022

**Charity Number: 1155364**

**STAFFORDSHIRE WOMEN'S AID**
**FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2022**

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**STAFFORDSHIRE WOMEN'S AID**
**FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2022**

## REFERENCE AND ADMINISTRATIVE INFORMATION

| | |
|---|---|
| **CHARITY NUMBER** | **1155364** (England and Wales) |
| **REGISTERED ADDRESS** | Staffordshire Women's Aid<br>PO Box 2387<br>Stafford<br>Staffordshire<br>ST16 3WS |
| **TRUSTEES** | Claire Rowcliffe – Chair<br>Karen Morrey – Vice Chair<br>Linda Horne – Treasurer<br>Sue Shirt<br>Juliette Addis (Resigned January 2022)<br>Trish Rowlands |
| **AUDITORS** | Lawton Bradford Accountants<br>Chartered Certified Accountants and Statutory Auditors<br>7 Marconi Gate<br>Staffordshire Technology Park<br>Stafford<br>ST18 0FZ |
| **CHIEF EXECUTIVE** | Dickie James (Ms) |
| **BANKERS** | Unity Trust Bank PLC<br>PO Box 7193<br>Planetary Road<br>Willenhall<br>WV1 9DG |

## STAFFORDSHIRE WOMEN'S AID
## TRUSTEE'S REPORT

## FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

The Trustees named on Page 1 have served throughout the year. Appointment of Trustees is governed by the Constitution of the Charity. There must be at least 3 charity Trustees. The Board of Trustees is authorised to recruit and appoint new Trustees to fill vacancies as and when necessary. The charity Trustees shall decide how their meetings are to be called, and what notice is required.

As from 1st April 2014, Staffordshire Women's Aid began operating as a Charitable Incorporated Organisation, although the organisation has been a registered charity since 25th November 1976.

### INVESTMENT POWERS

The Constitution authorises the Trustees to make and hold investments using the general funds of Staffordshire Women's Aid. The Charity's policy is to invest any surplus funds in low-risk deposit account investments to ensure that funds invested are in a liquid form to facilitate easy access for meeting variations in funding stream income.

The Trustees continue to review the charity's investment policy on an on-going basis.

For the year ended 31 March 2022, the Charity invested £270,276 (2021-£211,072) in deposit accounts, earning interest totaling £1,117 as shown in note 5. The return on the investment has achieved our objective of generating funds without undue risk.

### OBJECTIVES AND ACTIVITIES

1. To relieve the distress and increase the safety of women and children who have suffered or are exposed to domestic and sexual violence and abuse, by the provision of support, advice, temporary accommodation and any other service or activities which may relieve their circumstances, and where required we will support men in the same circumstances.

2. To relieve any women or child in necessitous circumstances who may be temporarily homeless by making grants of money or providing or paying for items services or facilities and by the preservation and protection of their mental and physical health in such ways as shall relieve their need.

3. To educate the public in the causes and effects of domestic and sexual violence and the prevention thereof, and to undertake or contribute to research into such matters and/or publish useful results of such research.

The Trustees have reviewed the Charity Commission's guidance to report on public benefit and the Charity's aims and objects are consistent with this guidance. During the year, all the activities described in this report were undertaken for public benefit.

### OUR VISION

A World where any form of Violence Against Women and Girls, and all forms of domestic and sexual violence are no longer tolerated.

### OUR MISSION

To Empower victims to become survivors, to live safely and to thrive

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2022**

## OUR VALUES:

Passion, Empowerment and Trust

## OUR SOCIAL OBJECTIVES

1. To increase the safety of victims of domestic and sexual violence, including children and young people, whether current, recent or historical.

2. To meet the immediate and longer term practical and emotional needs of victims of domestic and sexual violence.

3. To empower those who have suffered, or are at risk of experiencing, domestic and sexual violence/and abuse to:

    - Have choices and understand their rights.
    - Improve their physical and mental wellbeing
    - Build confidence, aspirations, skills and independence

4. To ensure that those impacted by domestic and sexual violence and abuse are given a voice in our communities.

5. To educate, campaign, and raise awareness of domestic and sexual violence, and the widespread phenomenon of violence against women and girls, and its impact on individuals and communities.

## ACTIVITIES AND ACHIEVEMENTS

The Trustees consider the performance of the Charity to be in line with its charitable objects, vision, mission, values, and social objectives, and to be most satisfactory, outlined as follows:

### Celebrating 45 years of service to our local communities

This year we were pleased to celebrate our 45th birthday. We are very proud to have supported those living with, fleeing or recovering from the impact of domestic and sexual violence in Staffordshire since 1976. During that time, we have helped thousands of victims to recover from their experiences and rebuild their lives free from violence and abuse to become survivors. Forty-five years on our monitoring demonstrates that our services are never more needed.

### The Impact of Covid19

During the year we continued to experience several challenges to service delivery as a result of the uncertainty and impact of covid. Staff continued to test regularly and we operated and adapted delivery within covid safe guidelines. As a result, we were able to keep most frontline services fully operational throughout the year. The relaxation of covid restrictions enabled us to start running services that we had to suspend in the previous year and return to normal. Unfortunately for many victims, the impact of the pandemic and rising economic uncertainty means they are even more vulnerable to abuse. As a result, demand for all our services has increased compared to last year, and we anticipate demand will remain high for the foreseeable future.

Compared to the same 12-month period last year:

- Calls to our 24-Hour Helpline have increased by 22%.
- Referrals for Refuge have increased by 25%.
- Referrals to our Sexual Violence Service, including ISVA, CHISVA and Family Support, have increased by 88%.
- Referrals to our Counselling Service have increased by 92%.
- Referrals for our Group Work, including Power to Change, BBO Group and Well-Being Group, have increased by 206%.
- The number of women accessing our Food Bank has increased significantly

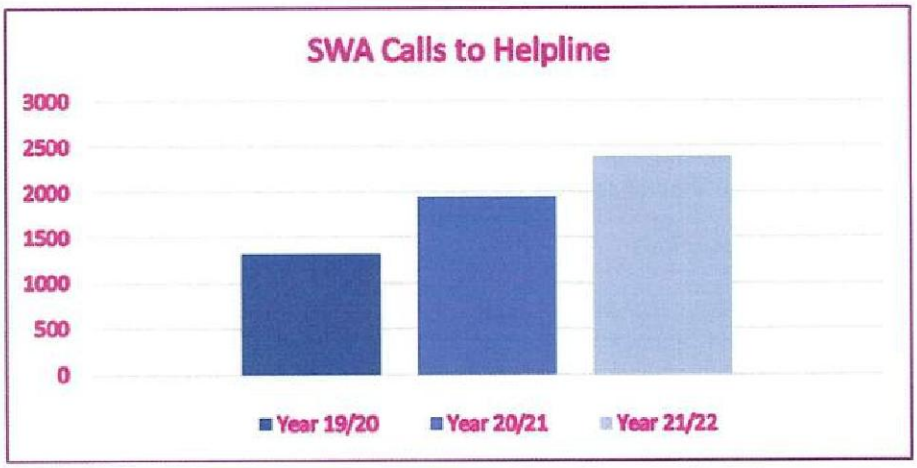
We have found that some of the changes we made through Covid such as offering one to one appointments via phone or Zoom have continued to be a preferred option for some service users even though Covid restrictions have lifted.

Some service users find that accessing appointments remotely saves them travelling time and they can fit them around work and childcare more easily. For this reason, we will continue to offer a choice to all service users on how they want to access one to one support – face to face, telephone, online.

**24-Hour Help Line**

It is widely acknowledged that the number of domestic and sexual violence incidents have escalated during the pandemic, as a result calls to our 24-hour helpline have soared. The helpline provides emotional support and specialist information, advice and guidance on a range of issues for victims of domestic and sexual violence and abuse 24 hours a day, 365 days a year. In addition, the helpline co-ordinates all referrals (self-referrals, agency referrals, email, telephone) into our services. One of the most important functions of the helpline is that, when our refuge is full, we assist women fleeing domestic violence who contact us to secure alternative refuge provision, this can be anywhere in the country and takes several hours to arrange.

During 2021/22 we took 2393 calls on the 24-Hour Helpline, an increase of 22% on the previous year.




As well as increased calls to the helpline we are also finding more service users contacting us through email and our website. As a result, we have decided to introduce an online chat facility in the coming year to compliment the helpline and to reach out to service users who may find making a telephone call to the helpline difficult. We are currently recruiting more helpline volunteers to help facilitate this and meet increased demand.

We have continued during the year to publicise the Help Line number, via posters, cards, leaflets, website, promotional materials and social media. The Help Line is run through the commitment of a team of trained volunteers and staff, and

is available 24 Hours a day, every day of the year. The Trustees acknowledge and appreciate the hard work which goes into keeping this service running which was particularly challenging during the Covid-19 lockdown periods.

***"It was my daughter who saw the Help Line number in our local council offices. She gave it to me. I am so pleased I had the courage to call. I think that call saved our lives" (Linda, a mum of two daughters who used a number of our services and later became a volunteer)***

refuge & resettlement

Our refuge exists for women and children who are no longer safe in their homes, and so potentially saves lives. Specialist refuge accommodation and support also rebuilds lives, and the outcomes we achieve through refuge support include increased safety, improved self-esteem, re-establishment of life and employment skills and education for both women and children, and access to long term, safe accommodation through resettlement in the community.

Forward House Refuge provides safe accommodation for women and children who need to flee their homes because of domestic violence. All our accommodation is self-contained, which means families have their own flat as well as access to communal facilities, such as the Children's playroom.

We also provide a range of safe Dispersed Refuge Accommodation within the community for those fleeing domestic violence, including male victims. The self-contained nature of our accommodation means it is possible for us to accommodate victims with a more diverse range of needs, who may otherwise be excluded or unable to access communal refuges.

Our specialist Support Practitioners provide practical and emotional support, and work to re-build the confidence and self-esteem which so many women and children lose because of domestic violence. They provide specialist support to help women recover from the abuse they have experienced, secure suitable long-term accommodation and build their skills and resilience for independent living, enabling them, and their children, to thrive.

During 2021/22 we received 416 referrals for refuge space, up 25% compared to the previous year. Of this, we accommodated 47 women and 99 children within our range of refuge accommodation, with 46 women and their children successfully completing service and resettling in long-term accommodation. In addition, we secured refuge for a further 126 families from Staffordshire.

***'I was at my absolute worst when I arrived following what I had been through. I was actively trying to end my life. The staff here not only helped to keep me safe, they helped me to see a future. I am leaving here a much stronger, independent woman with high hopes for my life. Thanks so much.'*** **Quote from a refuge resident.**

**Resettlement**

Nationwide - Safe at Home. Funding from the Nationwide Building Society has allowed us to continue to offer a resettlement service to women moving out of the refuge and settling back into the community. The resettlement service helps women to move into their new properties accessing grants for furniture or white goods where needed. The resettlement worker will support them through all the practical tasks of setting up their gas and electricity and other tasks associated with moving into a new home. The resettlement worker can also help the women to access local schools and groups for their children. Resettlement work will continue for about 8 weeks after a woman has left the refuge this is ensure they are not left feeling isolated and have settled well into their new home. This can be extended for women who have more complex needs. 46 women and their children moved out of the refuge in 21/22 all were offered the service when their moved out of the refuge.

**Women's Homelessness and Resettlement Service**

The Homelessness and Resettlement Service is funded by Stafford Borough Council, Cannock Chase Council and South Staffs Council. A dedicated domestic abuse practitioner acts as a single point of contact for the Housing Options Teams.

The aim of the role is to achieve solutions for women at risk of homelessness or homeless due to domestic and/or sexual violence. The Homelessness and Resettlement role includes regular meetings with the housing team, joint working, and exchange of knowledge. Its aim is to build close working partnerships focusing upon the needs of victims, seeking solutions such as speedier access to refuge, safety measures and other accommodation and support solutions. As well as working intensively with victims of domestic abuse presenting to housing team as homeless, the project also works with the housing team and other homelessness agencies to try to provide appropriate support for female rough sleepers living with domestic/sexual abuse. It aims to engage this vulnerable cohort in specialist support via the partnership since female rough sleepers are significantly less likely to approach SWA for support through established pathways such as the 24-hour help line.

There have been 32 referrals into this service in 2021/22. Women were offered advice, safety planning, signposting, multi-agency working and support in securing safe accommodation.

**Children and Young People's Support**

Children and young people are the largest and most vulnerable group of victims of domestic and sexual violence. We see provision of their support as a core and necessary service, and while it is more difficult to access funding to meet their needs, we are committed to continuing to do so.

With help with funding from BBC Children in Need, we were able to offer specialist therapeutic support to children and young people in the refuge, providing them with a safe space to work through the trauma and fear they have experiencing, working with schools and other local community agencies to access their practical needs and rights, and delivering a wide range of group activities such as trips for children and mothers, While communal activities were at some periods very limited, we continued to find ways for having festival celebrations and parties, breakfast club, mother and child workshops, school holidays sessions, play sessions, and After-Schools sessions.

We would like to express our thanks for the support we have received from local community groups in organising trips out for mothers and their children and for funding parties, meals and other activities including Breakfast Club. Such positive activities are often denied to children and their mothers when living with an abusive relationship. In addition, we are extremely grateful for the generosity of so many individuals and community groups in donating Christmas presents for mothers and children and for funding Christmas celebrations. This generous community support means a great deal to the mothers and children we work with.

***"It's good to have someone to listen and help you think about things differently."***

***"I like being able to play with the other children. It's good to make friends"***

Staffordshire Survive
Sexual Assault & Abuse Service

Survive Sexual Assault and Abuse Service provides a free, non-judgmental, and confidential service for adults, both male and female, children over the age of 4, and close family members/significant others who have been affected by sexual assault or abuse at any point during their lives across Staffordshire. Victims can seek support whether they report the crime to the police or not.

**ISVA and CHISVA Service**

Our **Independent Sexual Violence Advisors (ISVA)** and **Children's Independent Sexual Violence Advisors (CHISVA)** provide practical help, advice and emotional support to victims of sexual violence and abuse. This also includes support to navigate the criminal justice system for those victims who have reported to the police.

This service is now into its second year of running and has seen increase in referrals during the last year.

- Adult referrals increased from 210 in 20/21 to 375 in 2021/22.
- Referrals for children and young people has more than doubled from 60 in 20/21 to 146 2021/22.

During the year, 6 ISVAs/CHISVAs completed specialist, accredited ISVA training.

**The Family Support Service**

This service provides practical and emotional support to people who have been impacted by any form of sexual abuse against a close family member or significant other. It helps to meet the needs of victims and their families, providing accurate information on criminal justice processes, victims' rights and referring to other agencies as appropriate. Referrals to this service have increased from 33 in 2020/21 to 51 in the last year.

**Partnership Working in the Survive Sexual Assault and Abuse Service**

We aim to work in partnership with a range of agencies at both operational and strategic levels so that the needs of victims of sexual violence are addressed from a multi-agency perspective. We regularly attend both the RASSO strategic and scrutiny meetings alongside partner agencies. In addition, we also meet with the Police, Victim Gateway and other providers to improve partnership working to ensure the best response to victims of sexual violence. Other partnership working include:

- Supporting a large Police investigation, offering support to identified victims and potential victims.
- Participation in the West Midlands National ISVA Framework Implementation group
- Participation in scrutiny panels in an advisory capacity with Staffordshire Police and West Midlands CPS.
- Participation in the CPS ISVA Forum.

***"I didn't really know I had any rights until you helped me see how much they mattered and could help me"***

***"Having support has really helped me understand that none of this was my fault. I like myself more than ever before and hope things keep getting better."***

**SWA Counselling Services**

We continued to deliver and develop the Counselling Service this year to victims of sexual and domestic violence. Our team of qualified counsellors provide therapeutic counselling to both adults and children. Counselling enables service users to acknowledge their experiences and express their feelings in a safe and supported environment. We have seen a significant increase in referrals to the counselling service over the last year.

- Referrals for adult counselling have increased from 333 in 20/21 to 590 in 2021/22
- Referrals for children and young person's counselling have increased from 17 in 20/21 to 82 in 2021/22

We have been able to meet this demand by securing additional funding through the OPCC, Ministry of Justice and The National Lottery Community Fund. Demand for the counselling service is so high that we do now operate a waiting list for this service.

**Fast Track Counselling**

The Fast Track counselling service is funded by G4S to offer a counselling service to everyone who attends the SARC (Sexual Assault Referral Centre) based in Stoke on Trent. All service users attending the SARC can have access to immediate trauma counselling for up to ten sessions. If service users require more than the ten sessions their counselling would continue through SWA's normal sexual violence counselling.

**Drake Hall**

We are very pleased to have been able to resume our work in Drake Hall Prison offering weekly counselling sessions to women who have experienced domestic or sexual abuse. This service had to be postponed last year due to Covid outbreaks and lockdowns within the Prison.

Our partnership with Drake Hall has continued this year through the development of a charity shop which is run by the women, for the women in Drake Hall. We are able to supply the charity shop with our surplus donations, and any funds raised are then donated to us. This has been a new way of working alongside Drake, raising awareness of our work within the prison, and being visible to those women who are vulnerable and impacted by violence against women.

**Student Placements**

We recruited and trained 5 counselling students on placement with us last year. They have proved to be an invaluable addition to our counselling service providing up to twenty counselling sessions a week to our service users. Three of our students from previous years now work for us as fully qualified counsellors.

***"Starting this journey of recovery was hard and I was terrified no one would believe me. However, each session got easier, and I found myself getting stronger. I was able to talk in way I felt comfortable and was never rushed. All the tools given to me have helped me beyond words. Thank you for making me feel like I matter as a person, women, daughter and friend. One day I hope I will be able to help someone the way you have helped me".***

Women's Community Services
STRONGER TOGETHER

We offer a range of community services for women which are aimed to build skills and resilience and to combat the gender inequality which is, in our view, both the cause and consequence of violence against women and girls.

**Group Work**

Following the relaxation of covid restrictions we were pleased to be able to start running group work again this year, with over 200 women accessing a group in 2021/22.

*Power to Change* is an educational programme for women who have experienced violence and abuse. The programme focusses on assertiveness techniques, establishing boundaries and assessing abusive and healthy relationships as well as building self-esteem, confidence, and self-determination.

Our *Well-Being Group*, delivered in partnership with MPFT, has been co-designed with service users and is tailored to the needs of women who have experienced domestic and/or sexual violence and abuse. It provides guided, self-help techniques and tools to improve mental health and well-being and is delivered alongside Peer Volunteers.

In addition to the structured group work programmes above, we have also introduced a range of group activities at our Women's Centre to help reduce isolation and improve women's confidence, health and well-being, including:

- Fortnightly coffee mornings where women can drop in and participate in a range of different activities. This group encourages peer support, empowerment and self-resilience and helps to develop and shape future service provision.
- In partnership with Cyclist Training Ltd we ran a 6-week group to improve cycling skills, including how to ride on the road safely, and basic bike maintenance aiming to increase confidence, independence and well-being.
- A Couch to 5k group introducing exercise in a safe and supported environment to improve health and well-being.

***'I don't have to think about anything, other than concentrating on the bike and enjoying the fresh air and freedom'.*** Quote from a participant on the Cycling Group.

**BES – Building Better Opportunities**

Building Better Opportunities Stafford & South Staffordshire is a jointly funded project by The National Lottery Community Fund and European Social Fund, aimed at supporting people living in Stafford and South Staffordshire who are out-of-work. The initiative is led and developed by Business Enterprise Support.

There are many reasons people are unable to work; this could be health reasons, childcare issues, financial restrictions, losing benefits, a lack of self-esteem or confidence, no access to transport or suitable clothing for interviews, or maybe just an out-of-date CV.

We have continued to offer the Building Better Opportunities project throughout the year supporting women into education, training, and employment. This also involves raising self-esteem and aspirations through structured group work and tailored 1-1 support. Group work was suspended in the previous year due to The Pandemic, but we have been able to restart the groups this year. We have run two Power to Change groups for BBO in the current year with a further three groups planned in the coming year. We have had 42 referrals to BBO for individual 1-1 Support and 34 Referrals to the BBO group work.

**Training**

Due to the pandemic and associated restrictions, much of our training and awareness raising activities were suspended in the previous year. We have worked hard during the year to adapt our training to be delivered online, including securing CPD accreditation for online delivery. We also developed a range of webinars to raise awareness of sexual abuse, including challenging common myths and perceptions, and increasing awareness of the support services available.

During the year we were pleased to secure a contract with Staffordshire Safeguarding Children Board to develop and deliver Multi-Agency Level 3 Sexual Abuse Training, with the first course delivered in March 21.

Over the year we have successfully delivered:

- Four CPD accredited Sexual Violence Multi-Agency Training Days to 93 delegates
- Twelve Sexual Violence Awareness Raising webinars to 181 delegates
- Two Expect Respect Healthy Relationship Webinars to 56 teachers from 46 different high schools across Staffordshire
- Healthy Relationship Workshops to 90 Year 11 students at Stafford Grammar School
- One SSCB Multi-Agency Level 3 Sexual Abuse Training Day to 28 delegates.

**Smallwood Grants**

Staffordshire Women's Aid is an approved Community Grant Partner for the Smallwood Trust. This means we are able to provide grants of up to £1,000 to help women overcome financial adversity and improve their well-being. In addition, we can also award an emergency grant of up to £1,000. Through this project we have been able to assist 47 women accessing our services to improve their financial stability and relieve hardship, this has been particularly helpful for women resettling from the refuge in assisting them to set up their new home.

**Women's Foodbank**

Sadly, we have seen a significant increase in need for the Food Bank from women accessing our services over the last year. Our Food Bank provides food, toiletries, personal hygiene products, clothes, and baby equipment. Last year we also provided PPE through our Food Bank to ensure that a lack of PPE did not become a barrier to women accessing healthcare and other essential services. We have also had several women in the last year who have been unable to buy birthday gifts for their children due to increasing levels of poverty. As a result, we have also started to provide birthday gifts for children.

Through our Food Bank we were also able to distribute 60 Festive Hampers to vulnerable families over Christmas, as well as gifts and festive treats to over 100 women/children/families in the community.

It is thanks to the generosity of local businesses, community groups and individuals that we have been able to continue to provide this invaluable service over the last year.

### Older Women

We continued to work with Comic Relief in regard to raising the profile of older women who have experienced domestic or sexual violence. The project works to raise awareness of the prevalence of violence against older women and the challenges they face. It also aims to provide older women with a voice in the community.

### Legal Clinic

We continue to work in partnership with Staffordshire University and Lewis Rogers Solicitors to provide a free, confidential, legal advice clinic once a month for victims of domestic and sexual violence and abuse. Last year 31 women accessed the Legal Clinic for a range of issues, including Divorce, Child Contact, Family Law, and Injunctions. During the year the project was nominated for the Law Women and Attorney General Student Pro Bono Award and was a finalist in the awards ceremony in May 2021.

### Volunteer Project

Staffordshire Women's Aid was established by a group of committed volunteers and volunteers are still at the heart of what we do. Without their support, we would not be able to offer many of the services that we currently do. Our Board of Trustees also give of their time on a voluntary basis to help provide governance and oversight to our charity.

We recruited and trained twelve new volunteers last year to help run the helpline, legal clinic, resettlement and to help with donations. We value the time and dedication of our volunteers who each bring different skills and experiences to their roles.

***"I volunteer because I like to help/support others in NEED and also to build new skills. Recognising, there are so many injustices going on behind the scenes and once I am made aware, I try to make a difference, by using my time to broaden my understanding and also give my time to support SWA in any way possible."***

### The impact we have made on lives

We have been able to measure the outcomes of our work during the year with the implementation of national Women's Aid's On Track outcomes measuring tool.

Outcomes of the work we have done are measured by consulting with all service users throughout their support journey and once they are ready to exit the services:

- 97% of service users felt safer after using the service
- 93% of service users felt they were better able to access other services
- 94% of service users felt they were able to live more independently
- 95% of service users felt they had improved physical and mental health.
- 96% of service users reported a significant increase in confidence and self-esteem

### Strategic Developments in the Year

The need to adapt our working practices and service delivery in the climate of the pandemic was extremely challenging, but we have recognised that our adaptability and agility in a crisis has given rise to growth and the development a range of new skills and strengths. The board of trustees and the management team have therefore worked with the team in building resilience to change in the following ways:

- Continuing to work on our internal strategic review entitled Shaping our Future Together. The review worked with the whole team in identifying new needs and aspirations. We achieved a refresh of our IT and internal communication functions, and a review of our staffing and administrative structures. Shaping our Future Together seeks to help us as a charity to respond to our service users in the most efficient ways possible, and to be responsive and adaptable to changes in the external environment. It also seeks to enable the whole team to be part of shaping the charity's future plans.
- The board of trustees has met regularly to continue to address and monitor the organisation's future strategy, and to develop a robust business plan which emphasizes adaptability, innovation and building capacity. Linking in with

- our internal strategic review, the whole team are consulted on future plans, and the plan is also entitled Shaping Our Future Together.
- The board of trustees have carried out a review of governance and board roles and activities. This work aims to underpin the recruitment of up to 4 new trustees in the coming year.

The Board continues to work on this, developing a Business Plan which retains our core values, but seeks new opportunities and ways to combat domestic and sexual violence and violence against women and girls through community engagement, new work and innovative interventions. The Board is pleased to report that the current year has seen significant growth in this respect, and in spite of the challenge we faced in regard to Covid-19, we feel we are a strong, local grass roots organisation with increasing sustainability for the future. Our mission of enabling victims to become survivors and to live safe, abuse-free lives underlines all of our strategic objectives.

This year saw the development of new ways of offering support and making our support as accessible as possible. Through our website, we are providing a range of therapeutic tools and information resources. Due to increased service user contact through our website, we have invested in providing enhanced accessibility and language support online.

As an organisation we aim to make our services available and accessible to all victims and survivors who are living with, escaping, or recovering from the impacts of domestic and sexual violence and abuse, whatever their background or specific needs.

Around 20% of people in the UK have some form of disability, meaning that they can find accessing online content challenging. In addition, 10% of UK residents don't speak English as their first language meaning that many websites are completely inaccessible.

Our website now provides users with the opportunity to customise their experience in a way that suits their individual access needs, making our website both inclusive and a place where people can access the information they need. The toolbar includes screen reading functionality, multiple reading aids, an on-demand live translation feature with over 100 languages including 35 texts to speech and styling options. This includes changes to the font size, type, and colour.

We have continued to participate in multi-agency partnerships at both operational and strategic levels, including working with the Police, County Council and Office of the Police, Fire and Crime Commissioner in contributing to their strategic initiatives in regard to domestic and sexual violence. We have also worked in strong partnership in developing local responses alongside Stafford Borough Council, Cannock Chase District Council, and South Staffordshire District Council.

## STRUCTURE, GOVERNANCE AND MANAGEMENT OF THE CHARITY

The charity is governed by our CIO Constitution dated 27 June 2013. The Board of Trustees provides governance and strategic management to Staffordshire Women's Aid. The recruitment process for Trustees aims to build a board with commitment to the Mission, Vision and Values of the organisation, a strong range of management and governance skills, and an appropriate understanding of working and making decisions as a Board, and of the legal responsibilities of Trusteeship. The charity seeks to represent strong women's leadership, and a Women-led organisation through an all women Board. Recruitment involves openly advertising for places on the Board, and use of the Volunteer Project which is linked to a range of local volunteer recruitment and placement organisations. An application pack is sent out to prospective trustees, and a successful application will be followed by an interview with the Chair and another trustee. A successful candidate following interview will be asked to attend at least 3 board meetings, which represents a probationary and induction period. During this period, induction and training of new trustees is carried out in accordance with the organisation's Trustee Recruitment and Induction Policy. If this process is successful, and it is agreed by the Board, the probationary trustee is then invited to become a full trustee.

The Trustees delegate day to day responsibility for running the organisation and services to its Chief Executive Officer who provides leadership and strategic management, and who is supported by a Management and Administrative Team. A range of free, user-led, specialist support is provided by a team of staff and volunteers, who also train and raise awareness in local communities, national and international communities.
Key management personnel are considered to be the Chief Executive Officer, The Chair and The Treasurer.
It is the trustees' intention that all remuneration levels are set fairly across all roles and that pay thresholds for each post are set after researching posts with similar requirements within the public and third sector. The remuneration of staff is reviewed annually by the Board of Trustees.

**Related Parties**

Staffordshire Women's Aid is a fully affiliated member of the Women's Aid Federation of England.

## PLANS FOR FUTURE PERIODS

### Future Challenges and Developments

Board of Trustees are pleased to report that continuing steady growth will help the charity continue with increased sustainability in the next 12 months, and a wider reach in our local communities to those who need our support. The Business Plan will continue to monitor this, as well as identify new risks and challenges.

The organisation is very proud of the work done to keep services continuing and responding to new demand and more broadly for the work achieved locally in the past 45 years. It is the charity's aim to continue to thrive and work alongside our communities, adapting our responses in a changing financial and social climate, always led by our Vision, Mission, Social Objectives and Values.

## FINANCIAL REVIEW

Total incoming resources for the year ended 31 March 2022 were £1,425,339, showing a upturn of 18.59% against the previous year of £1,201,880. The upturn was due to new contracts with Staffordshire Office of the Police and Crime Commissioner, as well as a range of Coronavirus emergency funding from local and central government, trusts and foundations. There was also a significant increase in funds generated through community fundraising.

Total resources expended in the year amounted to £1,298,939 compared to £1,031,539 in the previous year, an increase of 25.92%.

As a consequence of this there was a surplus of resources in the year of £126,400, which has resulted in total funds and net assets carried forward at 31st March 2022 of £563,344, of which £114,134 is restricted.

We would like to express our appreciation to all of our funders and supporters who enable us to continue our important work across our areas of operation. These enable the charity to achieve its objectives in ways which change the lives of the women and children we support.

In addition, we would like to acknowledge the numerous donations made by individuals and community groups, either financial or in the form of furniture, clothing and other such items which help us support women and children. We would also like to acknowledge the time and care taken by individuals and community groups to make a difference to the women and children through, for example, wrapping and delivering Christmas gifts and preparing welcome bags for the Refuge residents, making one off donations and helping us run Breakfast Club and the Pantry. It is difficult to quantify the importance of such community support, but we know it means a great deal to the women and children we exist to support.

## RISK MANAGEMENT

The Board of Trustees use a Risk Register, and its monitoring covers a range of key issues, including financial, organisational, operational and legal risks, and aims to ensure that the organisation takes and monitors actions to reduce identified risks as far as possible. The organisation also has a Business Continuity Policy which aims to ensure that in an unusual event that might impact upon our ability to deliver our services and continue to run the organisation; we have contingency plans in place.

## RESERVES POLICY

It is the aim of Staffordshire Women's Aid to maintain unrestricted funds at a level which equates to at least three months unrestricted expenditure, which was £444,805 in the year 2021-2022. The organisation and its Trustees are pleased to announce that we had succeeded in achieving this with the measures implemented in last year's accounts.

We will continue to work towards the same success in 2022-23 by implementing the following as part of our Finance and Fundraising Strategy:

- Continue to invest in our Fundraising Function so that we can maximise potential income.
- In recognition of the risk of depending upon local authority funding, we will use our skills in more diverse ways, and so attract funding from a wider range of sources. This has meant a significant increase in income from training delivery and from specialist projects.
- Seek new ways of using our expertise and knowledge to develop women's community services.
- Make every effort to maximise assets and streamline outgoing costs.

By implementing this strategy, we are aiming to achieve a position of being able to maintain unrestricted funds at a level equating to the costs of covering management, administration, and support for at least three months by the financial year ending March 2023.

## STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (New United Kingdom Generally Accepted Accounting Practice).

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

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

a. Select suitable accounting policies and apply them consistently.
b. Observe the methods and principles in the Charities SORP 2019 (FRS 102).
c. Make judgements and estimates that are reasonable and prudent.
d. State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
e. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

## APPROVAL:

This report was approved by the Board of Trustees on **8 December 2022**

and signed on behalf by

.....
**Claire Rowcliffe (Chair)**

.....
**Linda Horne (Treasurer)**

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2022

### Opinion

We have audited the financial statements of Staffordshire Women's Aid (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 13 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

As part of the planning process:

- We enquire of management the systems and controls the charity has in place, areas of the accounts most susceptible to the risk of irregularities and fraud, and any instances of or suspected fraud.
- We obtain an understanding of the legal and regulatory frameworks applicable to the charitable company.
- We consider the incentives and opportunities that exist in the charity, including the extent of management bias, which presents potential for irregularities and fraud to occur, and tailor our risk assessment accordingly.
- Using our knowledge of the charitable company, together with discussions held with the charity at the planning stage, we form a conclusion on the risk of misstatement due to irregularities including fraud and tailor our audit procedures accordingly.

The key procedures we undertake to detect irregularities including fraud during the audit include:

- Identifying and testing journal entries and the overall accounting record, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging assumptions and judgements used by management, including any significant accounting estimates.
- Assessing the extent of compliance with relevant laws and regulations.
- Testing key income lines, including cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between Restricted and Unrestricted Funds.
- Obtaining third party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the charity board minutes, correspondence with solicitors, for evidence of irregularities including fraud.

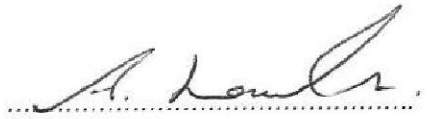
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2022

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Adele Elizabeth Lawton (Senior Statutory Auditor)
For and on behalf of Lawton Bradford Accountants Limited
Chartered Certified Accountants
Registered Auditors
7 Marconi Gate
Staffordshire Technology Park
Stafford
ST18 0FZ

Date 15 December 2022

**STAFFORDSHIRE WOMEN'S AID**
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)**
**YEAR ENDED 31 MARCH 2022**

| | Note | Unrestricted Funds 2022 £ | Restricted Funds 2022 £ | Total Funds 2022 £ | Total Funds 2021 £ |
|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | |
| Donations and legacies | 3 | 79,470 | - | 79,470 | 63,703 |
| Other Income | 4 | 650 | - | 650 | 400 |
| Income from investment | 5 | 1,117 | - | 1,117 | 755 |
| **Income from charitable activities** | 6 | 1,005,645 | 338,457 | 1,344,102 | 1,137,022 |
| **Total income and endownments** | | 1,086,882 | 338,457 | 1,425,339 | 1,201,880 |
| **Expenditure on:** | | | | | |
| Cost of generating funds | 7 | 16,356 | - | 16,356 | 12,991 |
| Expenditure on charitable activities | 8 | 982,740 | 299,843 | 1,282,583 | 1,018,548 |
| **Total resources expended** | | 999,096 | 299,843 | 1,298,939 | 1,031,539 |
| **Net income/(expenditure)** | | 87,786 | 38,614 | 126,400 | 170,341 |
| Transfer between funds | 17 | - | - | - | |
| **Net movement in funds** | | 87,786 | 38,614 | 126,400 | 170,341 |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 361,424 | 75,520 | 436,944 | 266,603 |
| **Total funds carried forward** | | 449,210 | 114,134 | 563,344 | 436,944 |

All income and expenditure derive from continuing activities.

The charity has no recognised gains or losses other than the surplus for the above year.

**STAFFORDSHIRE WOMEN'S AID**
**BALANCE SHEET**
**YEAR ENDED 31 MARCH 2022**

Charity Number: 1155364

| | Note | Total Funds 2022 £ | Total Funds 2021 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 13 | 10,419 | 7,240 |
| **Current Assets** | | | |
| Debtors | 14 | 260,836 | 133,672 |
| Cash at bank and in hand | | 505,279 | 401,676 |
| **Total current assets** | | 766,115 | 535,348 |
| **Creditors amounts falling due within one year** | 15 | (213,190) | (105,644) |
| **Net current assets** | | 552,925 | 429,704 |
| **Total assets less current liabilities** | | 563,344 | 436,944 |
| **Net assets** | 16 | 563,344 | 436,944 |
| **Charity funds** | | | |
| Unrestricted funds | | | |
| General funds | | 449,210 | 361,424 |
| | 17 | 449,210 | 361,424 |
| Restricted funds | | | |
| Charity restricted funds | 17 | 114,134 | 75,520 |
| **Total funds** | | 563,344 | 436,944 |

The financial statements were authorised for issue by the Board on **8 December 2022**

**Signed on its behalf of the Board of Trustees**

.....
**Claire Rowcliffe (Chair)**

The notes on pages 19 to 31 form part of these financial statements.

**STAFFORDSHIRE WOMEN'S AID**
**CASH FLOW STATEMENTS**
**YEAR ENDED 31 MARCH 2022**

| | 2022 | | 2021 | |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Cash flow from operating activities** | | | | |
| Net income / (expenditure) | 126,400 | | 170,341 | |
| Depreciation Charge | 5,086 | | 3,957 | |
| Interest from investments | (1,117) | | (755) | |
| (Increase)/decrease in debtors | (127,164) | | (32,573) | |
| Increase/(decrease) in creditors | 107,546 | | 40,307 | |
| **Net cash inflow/(outflow) from operating activities** | 110,751 | | 181,277 | |
| **Cash flow from investing activities** | | | | |
| Interest received | 1,117 | | 755 | |
| Purchase of tangible fixed assets | (8,265) | | (4,520) | |
| **Net cash (outflow)/inflow on investing activities** | (7,148) | | (3,765) | |
| **Net increase in cash** | 103,603 | | 177,512 | |
| Cash at bank at beginning of year | 401,676 | | 224,163 | |
| Cash at bank at end of year | 505,279 | | 401,675 | |

## 1 Statutory Information

Staffordshire Women's Aid adopted a Charitable Incorporated Organisation Structure on 16 January 2014. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities is to support victims of domestic and sexual violence.

## Accounting Policies

## 2 Accounting convention

The charity constitutes a public benefit as defined by SORP FRS 102. The financial statements have been prepared in accordance with the Accounting and reporting for Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (Charities SORP FRS102) (effective 1 January 2019), the Charities Act 2011 and UK Generally Accepted Practice. The financial statements have been prepared under the historical costs convention and give a true and fair view.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

### Income recognition

All incoming resources are included in the Statement of Financial Activities where the charity is legally entitled to the income and any conditions for receipt are met and the amount can be measured with reasonable accuracy. Donated facilities and goods are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and goods. A corresponding amount is recognised in expenditure.

### Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern

### Expenses recognition

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Where costs cannot be directly attributed to a particular heading, they have been allocated to activities on a basis consistent with the use of resources.

The Charity became Smallwood Trust grant partner for distribution of grants to the service users.

### Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.
Assets under the value of one hundred pounds are treated as repairs and written off in the year of purchase.
Depreciation is provided at rates calculated to write off the cost or valuation of Fixed Assets, less their estimated residual value, over their expected useful lives on the following basis:
Furniture and Equipment, 20% per annum straight line and Office Equipment, 33% per annum straight line.

2. **Accounting Policies continued**

**Taxation**
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable entity for tax purposes

**Fund accounting**
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**Accrued income**
Accrued income represents revenue earned but not invoiced on 31 March 2022. When it is invoiced, it is credited to the accrued income account.

**Deferred Income**
Deferred income represents revenue collected but not earned as of 31 March 2022. This primarily comprises restricted fund income. When earned it is credited to the Income and expenditure account.

**Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**Operating Lease commitments**
Rentals paid under operating leases are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**Financial instruments**
The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade debtors, other debtors, trade creditors and other creditors.

**Trustee and related party transactions**
No members of management received any remuneration during the year in their capacity as trustee.
No Trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

**Going concern accounting policy**
At the time of approving the financial statements the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future.

2. **Accounting Policies continued**

**Government grants**

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Ministry of Justice Covid grants totaling £79,152 were received, for loss of revenue and to maintain Domestic Violence and Sexual Violence services through the Covid 19 crisis.

**Grant making**

The Charity became Smallwood Trust grant partner for distribution of grants to the service users. The grants distributed as per the grant agreement with Smallwood Trust. The income and expenditure are recorded as restricted in the financial statements.
Total grants paid to individuals for the year ended 31 March 2022 were £33,561 (31 March 2021: £12,979).

**Judgements and key sources of estimation uncertainty**

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

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are depreciation, accruals, and deferred income.

**3 Income from donations and legacies**

| | | | | |
|---|---|---|---|---|
| Donations | 79,470 | - | 79,470 | 63,703 |
| | 79,470 | - | 79,470 | 63,703 |

Donations include £22,263 donated goods at fair value.

**4 Other Income**

| | Unrestricted Funds £ | Restricted Funds £ | Total funds 2022 £ | Total funds 2021 £ |
|---|---|---|---|---|
| Women's Aid - Honourarium | 650 | - | 650 | 400 |
| | 650 | - | 650 | 400 |

## 5 Income from investments

| | Unrestricted Funds | Restricted Funds | Total funds 2022 | Total funds 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Deposit account interest | 1,117 | - | 1,117 | 755 |
| | 1,117 | - | 1,117 | 755 |

## 6 Income from charitable activities

| | Unrestricted Funds | Restricted Funds | Total funds 2022 | Total funds 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Charitable grants and dontions | 33,626 | 242,174 | 275,800 | 351,520 |
| Central and local government grants and service level agreements | 690,984 | 96,283 | 787,267 | 547,549 |
| Training income | 2,570 | - | 2,570 | 10,965 |
| Counselling income | 37,075 | - | 37,075 | - |
| Rent | 227,532 | - | 227,532 | 213,210 |
| Resident contribution to services | 13,858 | - | 13,858 | 7,356 |
| The Coronovirus Job Retention Scheme | - | - | - | 6,422 |
| | 1,005,645 | 338,457 | 1,344,102 | 1,137,022 |

## 6 Income from charitable activities continued

Analysis of charitable grants and donations received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2022 | Total Funds 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| BBC Children in Need | - | 19,919 | 19,919 | 39,456 |
| BBC Children in Need (Covid) | - | - | - | 2,963 |
| The National Lottery Community Fund | - | 75,255 | 75,255 | 44,169 |
| The National Lottery Community Fund (Covid Food Bank) | - | - | - | 8,937 |
| The Community Foundation for | - | - | - | 10,152 |
| Santander UK foundation Limited | - | 75,000 | 75,000 | - |
| Sarce Surge Fund | 31,501 | - | 31,501 | - |
| Smallwood Trust (Women's Sector Resilience Fund) | - | - | - | 26,590 |
| Smallwood Trust (Grant for Women) | - | 30,000 | 30,000 | 21,000 |
| Smallwood Trust (Grant management fee) | - | 4,000 | 4,000 | 4,000 |
| Comic Relief | - | 15,500 | 15,500 | 15,500 |
| Comic Relief (Covid) | - | - | - | 33,859 |
| Lloyds Bank Foundation (Covid) | - | - | - | 8,440 |
| Lloyds Bank Foundation | - | - | - | 24,907 |
| Co-Op Community Foundation | - | - | - | 1,000 |
| Screwfix Foundation | - | - | - | 5,000 |
| Severn Trent Water | - | - | - | 2,000 |
| Amazon | - | - | - | 2,000 |
| Ground Work | 2,125 | | 2,125 | - |
| Gamesys Foundation | - | - | - | 2,000 |
| Families: Social Exclusion and Places of Safety | - | - | - | 12,322 |
| British Enterprise Services (BBO) | - | 22,500 | 22,500 | 18,998 |
| Homeless Link | - | - | - | 21,054 |
| Nationwide Building Society | - | - | - | 47,173 |
| | 33,626 | 242,174 | 275,800 | 351,520 |

**6 Income from charitable activities continued**

Analysis of central and local government grants and service level agreements received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2022 | Total Funds 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Stafford Borough Council (outreach) | 15,000 | - | 15,000 | 15,000 |
| Stafford Borough Council (MHCLG) | 223,583 | - | 223,583 | 100,078 |
| Stafford Borough Council (Domestic Abuse) | 14,228 | - | 14,228 | - |
| South Staffordshire Distric Council (Domestic Abuse) | 2,371 | - | 2,371 | - |
| Cannock Chase Council (Domestic Abuse) | 3,557 | | 3,557 | |
| MHCLG Refuge and Dispersed Accomodation (Covid) | - | - | - | 48,665 |
| Staffordshire County Council (ISVA) | - | - | - | 33,440 |
| Staffordshire County Council fund | - | - | - | 9,100 |
| Ministry of Justice Covid Grants | 20,626 | 58,526 | 79,152 | 90,183 |
| Staffordshire County Council | 500 | - | 500 | 2,300 |
| Cannock Chase Council (Homelessness | 5,000 | - | 5,000 | 5,000 |
| Cannock Chase District Council (Service charge reimbursed) | 5,275 | - | 5,275 | 4,664 |
| Cannock Chase Council (Covid) | - | - | - | 500 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Counselling) | 41,701 | - | 41,701 | 20,846 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Sexual Abuse and Assault service) | 334,333 | - | 334,333 | 176,427 |
| Staffordshire Commissioner of Police, Fire and Rescue and Crime (NHS Prevention Project) | 24,810 | - | 24,810 | 12,500 |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime | - | 37,757 | 37,757 | 28,846 |
| | 690,984 | 96,283 | 787,267 | 547,549 |

## 7 Expenditure on raising funds

| | £ | £ | £ | £ |
|---|---|---|---|---|
| Publicity costs | - | - | - | - |
| Staff costs | 3,244 | - | 3,244 | 3,133 |
| Support costs | 13,112 | - | 13,112 | 9,858 |
| | 16,356 | - | 16,356 | 12,991 |

## 8 Expenditure on charitable activities

| | Unrestricted Funds | Restricted Funds | Total Funds 2022 | Total Funds 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Women's Community Services | 215,980 | 225,437 | 441,417 | 451,980 |
| Survive Sexual Abuse Service | 334,332 | | 334,332 | 176,427 |
| Refuge and Dispersed Accomodation | 402,590 | 40,845 | 443,435 | 362,916 |
| Smallwood Trust Grant | - | 33,561 | 33,561 | - |
| Govenance costs | 29,838 | - | 29,838 | 27,226 |
| | 982,740 | 299,843 | 1,282,583 | 1,018,548 |

All grants paid under the grant agreement with the Smallwood Trust, were paid to individuals.
Refuse and dispersed accomodation costs include £22,263 donated goods at fair value.

Expenditure on charitable activites, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2022 | Total Funds 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Rent and rates | 174,310 | 2,887 | 177,197 | 148,792 |
| Telephone, printing and stationery | 16,682 | 63 | 16,745 | 19,045 |
| Software licence | 220 | - | 220 | 3,816 |
| Websites, Subscriptions and Publicity | 5,615 | 625 | 6,240 | 7,077 |
| Equipment and repairs | 39,568 | - | 39,568 | 46,876 |
| Heat and lighting | 7,458 | 387 | 7,845 | 3,914 |
| Insurance | 5,517 | - | 5,517 | 3,591 |
| Contracted Out Services | 113,253 | 32 | 113,285 | 80,333 |
| Salaries | 533,833 | 251,248 | 785,081 | 616,967 |
| Women's subsistance | 24,471 | 250 | 24,721 | 1,182 |
| Smallwood Grants | - | 33,561 | 33,561 | 12,979 |
| Office costs | 7,402 | - | 7,402 | 11,142 |
| Training | 6,324 | 4,074 | 10,398 | 13,837 |
| Depreciation | 5,085 | - | 5,085 | 3,957 |
| Recruitment and staff welfare | 12,074 | 2,992 | 15,066 | 8,635 |
| Volunteer expenses | 1,029 | 3,724 | 4,753 | 599 |
| Sundries | - | - | - | 107 |
| Trustee expenses | 60 | - | 60 | 45 |
| Consultancy | 1,663 | - | 1,663 | 1,854 |
| Auditors' remuneration | 3,000 | - | 3,000 | 3,000 |
| Redundancy payments | - | - | - | 6,574 |
| Staff costs | 25,175 | - | 25,175 | 24,226 |
| | 982,740 | 299,843 | 1,282,583 | 1,018,548 |

## 9 Trustee expenses

No remuneration, benefits or expenses were paid to Trustees for the year ended 31 March 2022 or for the year ended 31 March 2021.

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Trustees' expenses | 60 | 45 |

Two Trustees' received gifts on retirement.

## 10 Fees for audit of the accounts

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Auditors fee | 3,000 | 3,000 |

## 11 Operating lease commitments

The following operating lease payments are committed to be paid.

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Within one year | - | - |
| Within two to five years | 108,676 | 125,290 |
| | 108,676 | 125,290 |

Operating lease costs during the year were £37,134 (2021: £37,134).

## 12 Staff costs

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Wages and salaries | 737,254 | 590,119 |
| Social security costs | 62,213 | 48,797 |
| Pension | 15,123 | 10,907 |
| | 814,590 | 649,823 |

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

| | 2022 | 2021 |
|---|---|---|
| Fundraising | - | 1 |
| Governance | 3 | 3 |
| Charitable activities | 33 | 26 |
| | 36 | 30 |

No employee received remuneration in excess of £60,000

Total key management personal remuneration and benefits for the financial year totalled £54,370

The charity has two defined contribution pension schemes, a 'money purchase' pension scheme, to which the charity does not contribute, and an auto-enrolment scheme, starting from 1 October 2015 for all eligible employees, to which the charity does contribute. The pension cost to the charity of the auto-enrolment pension for 2022 was £15,123 (2021: £10,907).

## 13 Tangible fixed assets

| | Furniture and equipmet | office equipment | Total |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2021 | 73,515 | 16,108 | 89,623 |
| Additions | 5,948 | 2,317 | 8,265 |
| At 31 March 2022 | 79,463 | 18,425 | 97,888 |
| | | | |
| **Depreciation** | | | |
| At 1 April 2021 | 68,435 | 13,948 | 82,383 |
| Charge for year | 3,325 | 1,761 | 5,086 |
| At 31 March 2022 | 71,760 | 15,709 | 87,469 |
| | | | |
| **Net Book Value** | | | |
| At 31 March 2021 | 5,080 | 2,160 | 7,240 |
| At 31 March 2022 | 7,703 | 2,716 | 10,419 |

## 14 Debtors and prepayments

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Trade debtors | 177,585 | 48,826 |
| Prepayments | 9,114 | 9,610 |
| Accrued Income | 74,137 | 75,236 |
| | 260,836 | 133,672 |

## 15 Creditors and accruals

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Trade creditors | 59,848 | 12,201 |
| Other creditors | 4,219 | 2,411 |
| Accruals | 8,770 | 44,897 |
| Taxation and social security | 16,438 | 12,427 |
| Deferred income | 123,915 | 33,708 |
| | 213,190 | 105,644 |

Deferred income reflects grants received in advance for costs and services to be delivered in the next financial year.

## 16 Analysis of net assets between funds

| | Unrestricted funds | Restricted Funds | Total |
|---|---|---|---|
| | £ | £ | £ |
| Tangible fixed assets | 10,419 | - | 10,419 |
| Current assets | 651,981 | 114,134 | 766,115 |
| Current liabilities | (213,190) | - | (213,190) |
| | 449,210 | 114,134 | 563,344 |

## 17 Movement in funds

| | At 01.04.21 | Incoming Resources | Outgoing Resources | Transfer Between funds | At 31.03.22 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| **Unrestricted Funds** | | | | | |
| General funds | 361,424 | 1,086,882 | (999,096) | - | 449,210 |
| | 361,424 | 1,086,882 | (999,096) | - | 449,210 |
| **Restricted Funds** | | | | | |
| PADA PAWS project | 484 | - | - | - | 484 |
| BBC Children In Need | - | 19,919 | (19,919) | - | - |
| The National Lottery Community Fund | - | 75,255 | (75,255) | | - |
| Santander Foundation | - | 75,000 | 0 | | 75,000 |
| Homeless Link | 7,018 | - | (7,018) | - | - |
| MOJ Sexual Violence Counsellor | - | 58,526 | (58,526) | - | - |
| Nationwide Building Society | 43,242 | - | (20,925) | - | 22,317 |
| Comic Relief | - | 15,500 | (15,500) | - | - |
| Lloyds bank Foundation | 14,529 | - | (14,529) | - | - |
| Staffordshire Commisioner of Police, Fire and Rescue and Crime | - | 37,757 | (28,318) | - | 9,439 |
| Business Enterprise Service (BBO) | - | 22,500 | (22,292) | - | 208 |
| Smallwood Trust (Grant for Women) | 8,580 | 30,000 | (33,561) | - | 5,019 |
| Smallwood Trust (Management Fee) | 1,667 | 4,000 | (4,000) | - | 1,667 |
| | 75,520 | 338,457 | (299,843) | - | 114,134 |
| | 436,944 | 1,425,339 | (1,298,939) | - | 563,344 |

## 18. Restricted Funds

**PADA Paw**
The funding received to help pay for pet accommodation for women that stay in the Refuge.

**BBC Children in Need**
The funding received is to support children who have experienced domestic abuse.

**The National Lottery Community Fund**
The funding received provides a Counselling Service for victims of domestic and sexual violence.

**Santander Foundation**
The Santander Foundation wants to support UK charities in providing people with the digital confidence, knowledge, and skills to enable then to make better, more informed decisions about money and have access to financial services.

**Homeless Link**
The funding received from Stafford Borough Council to part fund a resettlement support worker.

**MOJ Sexual Violence Counsellor**
The provision of a service to provide additional support for victims of sexual abuse.

**Comic Relief**
The funding received is for the Older Women's Voice project, which aims to bring the experience of older women in local communities to the fore.

**Lloyds Bank Foundation**
The funding received is to employ a volunteer coordinator for the recruitment and training of volunteers and their expenses.

**Staffordshire Commissioner Police | Fire and Rescue | Crime**
The provision of a service to provide ISVA services for victims of sexual abuse.

**Business Enterprise Services (BBO)**
Partnership with British Enterprise Services (Building Better Opportunities) to support women to access training, education and/or employment.

**Smallwood Trust (Women's Sector Resilience Fund)**
The funding received is for staff costs and running costs to meet increased demand for services because of Covid.

**Smallwood Trust (Delivery of a women's grants programme)**
The funding received is for the management and distribution of grants to women in need of financial support due to domestic and sexual violence.

**Nationwide Building Society**
The funding received is to provide a resettlement project to support families moving into long term secure housing after leaving the refuge.

## 19. Related party transactions
There are no related party transactions during the year (2021: £ nil).

**STAFFORDSHIRE WOMEN'S AID**

England & Wales - Charity number 1155364

# Accounts

**STAFFORDSHIRE WOMEN'S AID**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

**Charity Number: 1155364**

**STAFFORDSHIRE WOMEN'S AID**
**FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2021**

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**STAFFORDSHIRE WOMEN'S AID**
**FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2021**

## LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|---|---|
| **CHARITY NUMBER** | **1155364** (England and Wales) |
| **REGISTERED ADDRESS** | Staffordshire Women's Aid<br>PO Box 2387<br>Stafford<br>Staffordshire<br>ST16 3WS |
| **TRUSTEES** | Claire Rowcliffe – Chair<br>Karen Morrey – Vice Chair<br>Linda Horne – Treasurer<br>Sue Shirt<br>Sarah Alexander (Resigned August 2021)<br>Jenny Smith (Resigned February 2021)<br>Juliette Addis<br>Trish Rowlands<br>Jackie Owen (Resigned July 2021) |
| **AUDITORS** | Richards Associates Limited<br>Chartered Accountants<br>Statutory Auditor<br>North Lodge<br>Hawkesyard<br>Armitage Lane<br>Rugeley<br>Staffordshire<br>WS15 1PS |
| **CHIEF EXECUTIVE** | Dickie James (Ms) |
| **BANKERS** | Unity Trust Bank PLC<br>PO Box 7193<br>Planetary Road<br>Willenhall<br>WV1 9DG |

**STAFFORDSHIRE WOMEN'S AID**
**TRUSTEE'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2021**

The Trustees present their Annual Report and Financial Statements of the Charity for the year ended 31 March 2021. The Financial Statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

The Trustees named on Page 1 have served throughout the year. Appointment of Trustees is governed by the Constitution of the Charity. There must be at least 3 charity Trustees. The Board of Trustees is authorised to recruit and appoint new Trustees to fill vacancies as and when necessary. The charity Trustees shall decide how their meetings are to be called, and what notice is required.

As from 1st April 2014, Staffordshire Women's Aid began operating as a Charitable Incorporated Organisation, although the organisation has been a registered charity since 25th November 1976.

**INVESTMENT POWERS**

The Constitution authorises the Trustees to make and hold investments using the general funds of Staffordshire Women's Aid. The Charity's policy is to invest any surplus funds in low-risk deposit account investments to ensure that funds invested are in a liquid form to facilitate easy access for meeting variations in funding stream income.

The Trustees continue to review the charity's investment policy on an on-going basis.

For the year ended 31 March 2021, the Charity invested £211,072 (2020-£150,638) in deposit accounts, earning interest totaling £755 as shown in note 5. The return on the investment has achieved our objective of generating funds without undue risk.

**AIMS AND OBJECTS**

1. To relieve the distress and increase the safety of women and children who have suffered or are exposed to domestic and sexual violence and abuse, by the provision of support, advice, temporary accommodation and any other service or activities which may relieve their circumstances, and where required we will support men in the same circumstances.

2. To relieve any women or child in necessitous circumstances who may be temporarily homeless by making grants of money or providing or paying for items services or facilities and by the preservation and protection of their mental and physical health in such ways as shall relieve their need.

3. To educate the public in the causes and effects of domestic and sexual violence and the prevention thereof, and to undertake or contribute to research into such matters and/or publish useful results of such research.

The Trustees have reviewed the Charity Commission's guidance to report on public benefit and the Charity's aims and objects are consistent with this guidance. During the year, all the activities described in this report were undertaken for public benefit.

**OUR VISION**

A World where any form of Violence Against Women and Girls, and all forms of domestic and sexual violence are no longer tolerated.

**OUR MISSION**

To Empower victims to become survivors, to live safely and to thrive

**OUR VALUES:**

Passion, Empowerment and Trust

## OUR SOCIAL OBJECTIVES

1. To Increase the safety of victims of domestic and sexual violence, including children and young people, whether current, recent or historical.

2. To meet the immediate and longer term practical and emotional needs of victims of domestic and sexual violence.

3. To empower those who have suffered, or are at risk of experiencing, domestic and sexual violence/and abuse to:

    - Have choices and understand their rights.
    - Improve their physical and mental wellbeing
    - Build confidence, aspirations, skills and independence

4. To ensure that those impacted by domestic and sexual violence and abuse are given a voice in our communities.

5. To educate, campaign, and raise awareness of domestic and sexual violence, and the widespread phenomenon of violence against women and girls, and its impact on individuals and communities.

## GOVERNANCE AND MANAGEMENT OF THE CHARITY

The Board of Trustees provides governance and strategic management to Staffordshire Women's Aid. The recruitment process for Trustees aims to build a board with commitment to the Mission, Vision and Values of the organisation, a strong range of management and governance skills, and an appropriate understanding of working and making decisions as a Board, and of the legal responsibilities of Trusteeship. The charity seeks to represent strong women's leadership, and a Women-led organisation through an all women Board. Recruitment involves openly advertising for places on the Board, and use of the Volunteer Project which is linked to a range of local volunteer recruitment and placement organisations. An application pack is sent out to prospective Trustees, and a successful application will be followed by an interview with the Chair and another trustee. A successful candidate following interview will be asked to attend at least 3 board meetings, which represents a probationary and induction period. During this period, induction and training of new Trustees is carried out in accordance with the organisation's Trustee Recruitment and Induction Policy. If this process is successful, and it is agreed by the Board, the probationary trustee is then invited to become a full trustee.

The Trustees delegate day to day responsibility for running the organisation and services to its Chief Executive Officer who provides leadership and strategic management, and who is supported by a Management and Administrative Team. A range of free, user-led, specialist support is provided by a team of staff and volunteers, who also train and raise awareness in local communities, national and international communities.

## ACTIVITIES AND ACHIEVEMENTS

The Trustees consider the performance of the Charity to be in line with its charitable objects, vision, mission, values and social objectives, and to be most satisfactory, outlined as follows:

### Working through the Covid-19 Pandemic

The year was particularly challenging in terms of delivering the charity's social objectives due to the effects of the Covid-19 pandemic. Nationally, it became increasingly clear that as a result of Covid-19 there would be significant issues and long-term consequences for many victims of domestic and sexual violence. It has been widely acknowledged that nationally the number of domestic and sexual violence incidents have escalated during the pandemic, as a result calls to our own 24-hour helpline have soared. We have seen an increase in referrals for refuge, counselling, sexual violence support, emotional support and specialist information, advice and guidance on a range of issues for victims experiencing domestic and/or sexual violence and abuse. Unfortunately for many victims and their children, the impact of lockdown, social distancing and rising economic uncertainty has made them even more vulnerable to violence and abuse. In the (still uncertain) post-lockdown environment we anticipate the need for our services to be acute for the foreseeable future.

As an organisation we worked hard to be able to keep our frontline services open throughout the pandemic. This involved delivering some of our services, such as counselling, online through video contact or over the telephone, although some face-to-face continued where it was in the best interest of the service user.

The Board of Trustees and Management Team developed and implemented contingency plans to help mitigate the negative effects of the pandemic and ensure frontline services were able to continue to function, maintain safety and support vulnerable service users.

**24-Hour Help Line**

The 24 Hour Help Line is the pathway through which service users, agencies and the general public can reach Staffordshire Women's Aid, and through which self and agency referrals are made for support. It is also there for anyone who just wants to talk about their experiences of domestic or sexual violence, or access telephone support/advice, including friends and family of victims. It is therefore not only a referral pathway, but a support service in itself. Many women will phone to talk a number of times before making the step towards refuge or one to one support.

In the year 2020-21, Staffordshire Women's Aid took 1,958 calls in total on the Help Line, an increase of 48% on the previous year. Of these, 332 were referrals for safe refuge accommodation, an increase of around 75% on the previous year. We aim to support victims of domestic and sexual violence wherever possible, and when we do not have the capacity to accommodate those fleeing abuse in our own refuge, we are pledged, through the Help Line, to help find refuge elsewhere. We are able to do this because we are networked with most domestic violence projects across the UK through our membership of Women's Aid Federation of England, and their Routes to Safety online refuge database.

We have continued during the year to publicise the Help Line number, via posters, cards, leaflets, website, promotional materials and social media. The Help Line is run through the commitment of a team of trained volunteers and staff, and is available 24 Hours a day, every day of the year. The Trustees acknowledge and appreciate the hard work which goes into keeping this service running which was particularly challenging during the Covid-19 lockdown periods.

***"It was my daughter who saw the Help Line number in our local council offices. She gave it to me. I am so pleased I had the courage to call. I think that call saved our lives" (Linda, a mum of two daughters who used a number of our services and later became a volunteer)***

**Refuge Accommodation and Referrals**

Providing refuge accommodation remains a key way in which our work contributes to meeting the needs of women and children who are at high risk because they can no longer stay safely in their own homes. The work includes intensive support in accessing legal, welfare, safety, health/mental health, and educational needs for families, as well as supporting re-housing and resettlement in the community. Families come into refuge in crisis, and we work with them through to recovery, enabling them to rebuild their lives, moving towards safer futures, finally resettled into new permanent accommodation, free from violence. As well as specialist practical and emotional support to women in refuge, we provide specialist Children's Work, helping children and young people come to terms with the trauma and loss they will have experienced, meeting their practical needs, such as settling into a new school, and creating as safe and positive an environment for them as possible. The Trustees wish to acknowledge the support provided by BBC Children in Need in funding this vital service for children and young people in refuge accommodation.

With emergency Covid funding from the Ministry of Housing, Communities and Local Government we were able to maintain all 12 units of accommodation at **Forward House Refuge** and continued to accept new referrals throughout the pandemic. We were also pleased to work towards opening 4 new units of dispersed refuge accommodation in response to the significant increase in demand. This increases our available refuge space from 12 units to 16 units. During the year, we provided refuge for 23 women and 37 children, and accessed refuge space for over 100 more families in other accommodation.

Refuges exist for women and children who are no longer safe in their homes, and so potentially save lives. They also rebuild lives, and the outcomes we achieve through refuge support include increased safety, improved self-esteem, re-establishment of life and employment skills and education for both women and children, and access to long term, safe accommodation through resettlement in the community. During the year, we were awarded funding from the Nationwide Foundation for expanding our work resettling families after leaving refuge, which means that we are able to provide focused support with long term resettlement in the community.

The Women's Housing and Resettlement Project, funded through Homeless Link was of great value during the Covid-19 crisis. The project worked alongside Stafford Borough Council, working with particularly vulnerable groups such as female rough sleepers who may not otherwise contact us for support.

***"Refuge helped us to rebuild our lives, and see that there was a safe future" (Feedback from a refuge resident and a mother of 3 young children).***

***"I can promise you, when you look back you will say: I did that, I overcame it, I survived" (extract from a letter from a former to a new refuge resident)***

**Children and Young People's Support**

Children and young people are the largest and most vulnerable group of victims of domestic and sexual violence. We see provision of their support as a core and necessary service, and while it is more difficult to access funding to meet their needs, we are committed to continuing to do so.

With funding from BBC Children in Need, we are able to offer specialist therapeutic support to children and young people in the refuge, providing them with a safe space to work through the trauma and fear they have experiencing, working with schools and other local community agencies to access their practical needs and rights, and delivering a wide range of group activities such as trips for children and mothers, While communal activities were at some periods very limited, we continued to find ways for having festival celebrations and parties, breakfast club, mother and child workshops, school holidays sessions, play sessions, and After-Schools sessions.

We would like to express our thanks for the support we have received from local community groups in organising trips out for mothers and their children and for funding parties, meals and other activities including Breakfast Club. This support was especially welcome during the Covid-19 period. Such positive activities are often denied to children and their mothers when living with an abusive relationship. In addition, we are extremely grateful for the generosity of so many individuals and community groups in donating Christmas presents for mothers and children and for funding Christmas celebrations. This generous community support means a great deal to the mothers and children we work with.

***"It's good to have someone to listen and help you think about things differently."***

***"I like being able to play with the other children. Its good to make friends"***

**Staffordshire Survive Sexual Violence Service**

During the year, we were successful in securing funding from the National Lottery Community Fund to launch a counselling service. We were also awarded funding, after a tendering and procurement process, from the Staffordshire and Stoke on Trent Office of the Police, Fire and Crime Commissioner, to deliver the Survive Sexual Violence Service across all of Staffordshire. Both these services were launched successfully in October 2020, in spite of the challenges of Covid-19. The board of trustees is proud that in spite of these challenges, Staffordshire Survive has grown and thrived.

Survive offers a range of services for victims of sexual abuse and rape across all the districts of Staffordshire, and we deliver the service in partnership with our sister project, Staffordshire Pathway who are based in Lichfield. Survive offers support to victims through Independent Sexual Violence Advisors (ISVAs) providing emotional and practical support through legal and other processes. It also offers a Children's Sexual Violence Advisor (ChISVA) service, and support for close family members of victims of sexual abuse and violence. Alongside this, Survive provides therapeutic counselling aiming to help with longer term recovery.

During the first six months of the service, we supported:

- 210 adults through the ISVA service
- 33 adults through the Family Support service
- 7 children/young people through the ChISVA service
- 333 adults through the counselling service
- 17 children through the counselling service.

We have worked hard to reach out to our local communities, and have established a base in Newcastle under Lyme in the North of the county for service provision. With financial support from NHS England we were able to develop a strong publicity campaign for the service in partnership with the OPFCC which was launched on a range of social media and on our website.

As part of the Survive service, we also provide support to women in our local women's prison, Drake Hall. Research evidences that women in prison are very likely to have experienced sexual and domestic violence and often in the form of sexual exploitation. We provide support in the form of therapeutic counselling once a week, and have forged a strong partnership with Drake Hall. In the coming year, the women in the prison will be working in partnership with us to run a charity shop within Drake Hall to raise funds for Staffordshire Women's Aid. We will also work to provide volunteer placements for women leaving custody and resettling in the community.

***"With the support you gave, I feel much safer and able to start and move forward with my life. Thank You."***

***"I didn't really know I had any rights until you helped me see how much they mattered and could help me"***

***"Having support has really helped me understand that none of this was my fault. I like myself more than ever before and hope things keep getting better."***

**Women's Community Services**

We offer a range of community services for women which are aimed to build skills and resilience and to combat the gender inequality which is, in our view, both the cause and consequence of violence against women and girls.

The year has seen a sharp increase in the need and use of our clothes and food bank for women in the refuge and the local community who are struggling financially to access food, clothes and toiletries in a safe women-only environment. The growth of need in this area has been significant following the pandemic. We are proud to have responded to this need, and would like to thank the local community groups, businesses and individuals who have donated food, clothes and toiletries so tirelessly in order to support the women and children we serve.

We have continued to work with partners in delivering the Building Better Opportunities project, helping 40 women to access education, training, volunteering opportunities with the aim of building financial independence and confidence. This project is a strong partnership initiative led by Business Enterprise Systems, and has been running for 4 years now. It enables us to help women towards long term financial independence, as well as increasing their skills and confidence.

In partnership with Staffordshire University School of Law, we have been able to provide a weekly online legal clinic for women needing free advice on legal matters related to domestic and sexual violence, and during the year the project was nominated for the Law Works and Attorney General Student Pro Bono Awards 2021, and attended the award ceremony as a finalist in May 2021.

While delivery of group work was challenging during the pandemic and lockdowns due to social restrictions, we were able to continue to deliver some of our Power to Change group programme to help women build confidence and self esteem, delivering to 18 women over the year. In the current year, demand for group work has grown very significantly, and we are planning to deliver both remotely and face to face.

We have continued to work with Comic Relief in regard to raising the profile of older women who have experienced domestic and/or sexual violence. The project works to raise awareness of the prevalence of Violence Against Older Women, and the challenges they face. It also aims to provide older women with a stronger voice in our local communities

***"Power to Change has changed my life. I feel so differently about myself"***

**The impact we have made on lives**

We have been able to measure the outcomes of our work during the year with the implementation of national Women's Aid's On Track outcomes measuring tool.

Outcomes of the work we have done are measured by consulting with all service users throughout their support journey and once they are ready to exit the services:

- 97% of service users felt safer after using the service
- 93% of service users felt they were better able to access other services
- 94% of service users felt they were able to live more independently
- 95% of service users felt they had improved physical and mental health.
- 96% of service users reported a significant increase in confidence and self-esteem

**Training and Awareness Raising**

Given the challenges of Covid-19, we were not able to deliver the amount of training during the year as in previous years, but we have now developed much of our training courses to deliver online in the form of webinars and other platforms. In addition, we are now able to deliver the 'Ask Me' programme online, and have a very busy schedule planned for the coming year. Many of our trained Ask Me Ambassadors have become volunteers, and many were there with support when the Covid-19 situation came about, delivering food and fundraising on our behalf.

In spite of the challenges, we were able to complete our transnational partnership project (FSEPS) led by Birmingham City University with partners from Romania, Spain, Italy, Bulgaria and Austria. The result of this transnational partnership is Our Time, a comprehensive and flexible programme of activities for mothers and children aiming to help them rebuild relationships after domestic violence. We hope to deliver the programme locally in the coming year.

**Volunteer Project**

Current volunteer contributions to our work include governance from our Board of Trustees, administrative support, professional counselling, supporting the 24 Hour Help Line, providing resettlement support to women in the refuge, managing donations and foodbank, and assistance with fundraising and campaigning. In addition, we are able to use the skills of volunteers on an ad hoc basis who offer their expertise in areas such as publicity, finance and strategy to help improve and develop the organisation.

We currently have a team of 25 volunteers (not including the Trustees) and we continue to develop the project, recruiting and training on an ongoing basis.

All volunteers receive Induction Training which includes:

- Domestic Violence Awareness.
- Sexual Violence Awareness.
- Child Protection.
- Confidentiality and Boundaries.
- Helpline Training.

We estimate that volunteers and supporters, including Trustees who provide expert governance, have contributed approximately 2,600 hours over the year. The value of this voluntary contribution of time and skills from our local communities to the organisation is substantial and vital to our work. Using the Volunteering England model of calculation, we estimate that this contribution of time and skills is worth approximately £45,000. However, this can never really represent the priceless value of volunteers who offer their skills, passion, time, care and commitment to our work and the women and children we exist to support.

**Strategic Developments in the Year**

The need to adapt our working practices and service delivery in the climate of the pandemic has been extremely challenging, but we have recognized that our adaptability and agility in a crisis demonstrates a range of new skills and strengths. The board of trustees and the management team have therefore worked with the team in building resilience to change in the following ways:

- Development of an internal strategic review entitled Shaping our Future Together. The review has worked with the whole team in identifying new needs bought about by the Covid-19 situation, and seeks to adapt to the changes this bought about including a blended approach to home and office based working, a refresh of our IT and internal communication functions, and a review of our staffing and administrative structures. Shaping our Future Together seeks to help us as a charity to respond to our service users in the most efficient ways possible, and to be responsive and adaptable to changes in the external environment. It also seeks to enable the whole team to be part of shaping the charity's future plans.
- The board of trustees has met regularly to address the organisations future strategy, and to develop a robust business plan which emphasizes adaptability. Linking in with our internal strategic review, the whole team are consulted on future plans, and the plan is also entitled Shaping Our Future Together.
- The board of trustees made the decision to carry out a review of governance and board roles and activities. This work aims to underpin the recruitment of up to 4 new trustees in the coming year.
- The board and team have worked together to review our core positioning statements and social objectives to fit with the new ways of working and to better articulate our offer to the community. Alongside this, we have reviewed and updated our website.

The Board continues to work on this, developing a Business Plan which retains our core values, but seeks new opportunities and ways to combat domestic and sexual violence and violence against women and girls through community engagement, new work and innovative interventions. The Board is pleased to report that the current year has seen significant growth in this respect, and in spite of the challenge we faced in regard to Covid-19t, we feel we are a strong, local grass roots organisation with increasing sustainability for the future. Our mission of enabling victims to become survivors and to live safe, abuse-free lives underlines all of our strategic objectives.

We have continued to participate in multi-agency partnerships at both operational and strategic levels, including working with the Police, County Council and Office of the Police, Fire and Crime Commissioner in contributing to their strategic initiatives in regard to domestic and sexual violence. We have also worked in strong partnership in developing local responses alongside Stafford Borough Council, Cannock Chase District Council, and South Staffordshire District Council.

**Working in the climate of Covid-19**

In spite of huge challenges we continued to deliver all of our services during the year. The staff and volunteer team worked tirelessly to ensure strict social distancing within ForWard House, our 12 unit refuge, as well as implementing stringent hygiene regimes. Keeping the refuge safe, supporting families through anxieties, helping with home schooling resources, enabling the 26 children of all ages living there to feel safe through the situation was achieved through remarkable flexibility and commitment.

The need to adapt quickly to the lockdown situation was met through accessing laptops so that those women we support in the local communities could still access support where safe. We ensured as far as possible that support did not end, but was offered differently. Again, this required significant change and flexibility from our committed team.

The organisation continued to administrate and manage through the situation, and we were able to access funding from a range of sources to help address increased costs and any lost income, purchase laptops and mobile telephones, and PPE. Support in this respect was provided by a range of funders, including the Ministry of Justice, the Ministry of Housing and Local Government, Comic Relief, BBC Children in Need, The Community Foundation of Staffordshire, Lloyds Foundation and the Lottery Community Foundation.

Community donations came in thick and fast to help us through the crisis, and a number of our local County Councilors made donations from Covid-19 funds.

We are incredibly grateful for this support, particularly that which came from local supporters who willingly donated funds and other items such as shopping vouchers without hesitation. It helped the team and service users feel supported through an extremely difficult period.

We worked closely with local partners and stakeholders during the pandemic, jointly monitoring the expected increase in calls for support, sharing knowledge, providing mutual support and acting promptly where challenges arose. In spite of the challenges faced at this time, Staffordshire Women's Aid saw a strengthening in local partnership work at both strategic and operational levels which it is hoped will continue.

The Board of Trustees acknowledge the challenges faced by the staff team, and the hard work, flexibility and commitment shown in this unprecedented situation. They are extremely appreciative of the response demonstrated by the whole staff team.

**Future Challenges and Developments**

The charity has therefore moved through a difficult crisis, and significant recovery and potential growth. The Board of Trustees are pleased to report that these changes will help the charity continue with increased sustainability in the next 12 months, and a wider reach in our local communities to those who need our support. The Board is currently drawing up a new Business Plan in line with the new changes and developments, which will aim for further growth and sustainability.

The organisation is very proud of the work done to keep services continuing and responding to new demand over the complex period of the pandemic, and more broadly for the work achieved locally in the past 44 years. It is the charity's aim to continue to thrive and work alongside our communities, adapting our responses in a changing financial and social climate, always led by our Vision, Mission, Social Objectives and Values.

**FINANCIAL REVIEW**

Total incoming resources for the year ended 31 March 2021 were £1,201,880, showing a upturn against the previous year of £711,458. The upturn was due to new contracts with Staffordshire Office of the Police and Crime Commissioner, as well as a range of Coronavirus emergency funding from local and central government, trusts and foundations. There was also a significant increase in funds generated through community fundraising.

Total resources expended in the year amounted to £1,031,539 compared to £809,627 in the previous year, an increase of 27.42%.

As a consequence of this there was a surplus of resources in the year of £170,341, which has resulted in total funds and net assets carried forward at 31st March 2021 of £436,944, of which £75,520 is restricted.

We would like to express our appreciation to all of our funders and supporters who enable us to continue our important work across our areas of operation. These enable the charity to achieve its objectives in ways which change the lives of the women and children we support.

In addition, we would like to acknowledge the numerous donations made by individuals and community groups, either financial or in the form of furniture, clothing and other such items which help us support women and children. We would also like to acknowledge the time and care taken by individuals and community groups to make a difference to the women and children through, for example, wrapping and delivering Christmas gifts and preparing welcome bags for the Refuge residents, making one off donations and helping us run Breakfast Club and the Pantry. It is difficult to quantify the importance of such community support, but we know it means a great deal to the women and children we exist to support.

**RISK MANAGEMENT**

The Board of Trustees use a Risk Register and its monitoring covers a range of key issues, including financial, organisational, operational and legal risks, and aims to ensure that the organisation takes and monitors actions to reduce identified risks as far as possible. The organisation also has a Business Continuity Policy which aims to ensure that in an unusual event that might impact upon our ability to deliver our services and continue to run the organisation; we have contingency plans in place.

**RESERVES POLICY**

It is the aim of Staffordshire Women's Aid to maintain unrestricted funds at a level which equates to at least three months unrestricted expenditure, which was £361,424 in the year 2020-2021. The organisation and its Trustees are pleased to announce that we had succeeded in achieving this with the measures implemented in last year's accounts.

We will continue to work towards the same success in 2021-2022 by implementing the following as part of our Finance and Fundraising Strategy:

- Continue to invest in our Fundraising Function so that we can maximise potential income.
- In recognition of the risk of depending upon local authority funding, we will use our skills in more diverse ways, and so attract funding from a wider range of sources. This has meant a significant increase in income from training delivery and from specialist projects.
- Seek new ways of using our expertise and knowledge to develop women's community services.
- Make every effort to maximise assets and streamline outgoing costs.

By implementing this strategy, we are aiming to achieve a position of being able to maintain unrestricted funds at a level equating to the costs of covering management, administration, and support for at least three months by the financial year ending March 2022.

**STATEMENT OF TRUSTEES RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (New United Kingdom Generally Accepted Accounting Practice).

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these financial statements, the Trustees are required to:

a. Select suitable accounting policies and apply them consistently.
b. Observe the methods and principles in the Charities SORP.
c. Make judgements and estimates that are reasonable and prudent.
d. State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
e. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

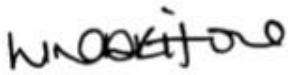
**APPROVAL:**

This report was approved by the Board of Trustees on 13 January 2022 ……..

And signed on behalf by



……
**Claire Rowcliffe (Chair)**



Linda Horne – Finance Director &
151 Officer

……..
**Linda Horne (Treasurer)**

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF**
**STAFFORDSHIRE WOMEN'S AID**
**FOR THE YEAR ENDED 31 MARCH 2021**

## Opinion

I have audited the financial statements of Staffordshire Women's Aid (the "Charity") for the year ended 31 March 2021 which comprise statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In my opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

## Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (UK), (ISAs (UK)), and applicable law. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the Charity in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the FRC's Ethical Standard and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

## Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and my auditor's report thereon. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

## Matters on which I am required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, I have not identified material misstatements in the Trustees' Annual Report.

I have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in my opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- I have not obtained all the information and explanations necessary for the purposes of my audit.

## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE WOMEN'S AID FOR THE YEAR ENDED 31 MARCH 2021

**Responsibilities of the trustees**

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

I obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations I considered in this context were the Charities Act 2011.

I identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. My audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals and reviewing accounting estimates for bias.

Owing to the inherent limitations of an audit, there is an unavoidable risk that I may not have detected some material misstatements in the financial statements, even though I have properly planned and performed my audit in accordance with auditing standards. I am not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations. These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

**Use of my report**

This report is made solely to the Charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. My audit work has been undertaken so that I might state to the Charity's trustees those matters I am required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity's trustees as a body, for my audit work, for this report, or for the opinions I have formed.

Anna Richards
Senior Statutory Auditor

Richards Associates Limited
Statutory Auditor
North Lodge, Hawkesyard
Armitage Lane
Rugeley
Staffordshire
WS15 1PS

Date: .....

**STAFFORDSHIRE WOMEN'S AID**
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)**
**YEAR ENDED 31 MARCH 2021**

| | Note | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | |
| Donations and legacies | 3 | 63,703 | - | 63,703 | 51,853 |
| Other Income | 4 | 400 | - | 400 | 200 |
| Income from investment | 5 | 755 | - | 755 | 1,591 |
| **Income from charitable activities** | 6 | 784,342 | 352,680 | 1,137,022 | 657,814 |
| **Total income and endownments** | | 849,200 | 352,680 | 1,201,880 | 711,458 |
| **Expenditure on:** | | | | | |
| Cost of generating funds | 7 | 12,991 | - | 12,991 | 19,100 |
| Expenditure on charitable activities | 8 | 670,972 | 347,576 | 1,018,548 | 790,527 |
| **Total resources expended** | | 683,963 | 347,576 | 1,031,539 | 809,627 |
| **Net income/(expenditure)** | | 165,237 | 5,104 | 170,341 | (98,169) |
| Transfer between funds | 17 | - | - | - | |
| **Net movement in funds** | | 165,237 | 5,104 | 170,341 | (98,169) |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 196,187 | 70,416 | 266,603 | 364,722 |
| **Total funds carried forward** | | 361,424 | 75,520 | 436,944 | 266,603 |

All income and expenditure derive from continuing activities.

The charity has no recognised gains or losses other than the surplus for the above year.

**STAFFORDSHIRE WOMEN'S AID** Charity Number: 1155364

**BALANCE SHEET**

**YEAR ENDED 31 MARCH 2021**

| | Note | Total Funds 2021 £ | Total Funds 2020 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 13 | 7,240 | 6,678 |
| **Current Assets** | | | |
| Debtors | 14 | 133,672 | 101,099 |
| Cash at bank and in hand | | 401,676 | 224,163 |
| **Total current assets** | | 535,348 | 325,262 |
| **Creditors amounts falling due within one year** | 15 | (105,644) | (65,337) |
| **Net current assets** | | 429,704 | 259,925 |
| **Total assets less current liabilities** | | 436,944 | 266,603 |
| **Net assets** | 16 | 436,944 | 266,603 |
| **Charity funds** | | | |
| Unrestricted funds | | | |
| General funds | | 361,424 | 196,187 |
| | 17 | 361,424 | 196,187 |
| Restricted funds | | | |
| Charity restricted funds | | | |
| | 17 | 75,520 | 70,416 |
| **Total funds** | | 436,944 | 266,603 |

The financial statements were authorised for issue by the Board on 13 January 2022

Signed on its behalf of the Board of Trustees



.....

Claire Rowcliffe (Chair)

The notes on pages 15 to 25 form part of these financial statements.

**STAFFORDSHIRE WOMEN'S AID**
**CASH FLOW STATEMENTS**
**YEAR ENDED 31 MARCH 2021**

| | 2021 | | 2020 | |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Cash flow from operating activities** | | | | |
| Operating profit/(loss) | 169,587 | | (99,760) | |
| Reconciliation to cash generated from operations: | | | | |
| Depreciation | 3,957 | | 15,375 | |
| (Increase)/decrease in debtors | (32,573) | | (20,512) | |
| Increase/(decrease) in creditors | 40,307 | | (12,050) | |
| | | 181,278 | | (116,947) |
| **Cash flow from investing activities** | | | | |
| Interest received | 755 | | 1,591 | |
| Purchase of tangible fixed assets | (4,520) | | (5,937) | |
| | | (3,765) | | (4,346) |
| | | 177,513 | | (121,293) |
| **Net increase in cash** | | | | |
| Cash at bank at beginning of year | | 224,163 | | 345,456 |
| Cash at bank at end of year | | 401,676 | | 224,163 |

**STAFFORDSHIRE WOMEN'S AID**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 MARCH 2021**

**1 Statutory Information**

Staffordshire Women's Aid adopted a Charitable Incorporated Organisation Structure on 16 January 2014. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities is to support victims of domestic and sexual violence.

**Accounting Policies**

**2 Accounting convention**

The charity constitutes a public benefit as defined by SORP FRS 102. The financial statements have been prepared in accordance with the Accounting and reporting for Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) issued on 16 July 2014 (as updated by Bulletin 1 published on 2 February 2016), (Charities SORP FRS102), the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The financial statements have been prepared under the historical costs convention and give a true and fair view.

**Income recognition**

All incoming resources are included in the Statement of Financial Activities where the charity is legally entitled to the income and any conditions for receipt are met and the amount can be measured with reasonable accuracy.

**Going Concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

**Expenses recognition**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular heading, they have been allocated to activities on a basis consistent with the use of resources.

The Charity become Smallwood Trust grant partner for distribution of grants to

**Tangible fixed assets**

Tangible fixed assets are stated at cost less depreciation.
Assets under the value of one hundred pounds are treated as repairs and written off in the year of purchase.
Depreciation is provided at rates calculated to write off the cost or valuation of Fixed Assets, less their estimated residual value, over their expected useful lives on the following basis:
Furniture and Equipment, 20% per annum straight line and Office Equipment, 33% per annum straight line.

**Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable entity for tax purposes

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for specific purposes as laid down by the donor.

**Accrued income**

Accrued income represents revenue earned but not invoiced on 31 March 2021. When it is invoiced, it is credited to the accrued income account.

**2 Accounting Policies continued…**

**Deferred Income**
Deferred income represents revenue collected but not earned as of 31 March 2021. This primarily comprises restricted fund income. When earned it is credited to the Income and expenditure account.

**Operating Lease commitments**
Rentals paid under operating leases are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**Financial instruments**
The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade debtors, other debtors, trade creditors and other creditors.

**Trustee and related party transactions**
No members of management received any remuneration during the year in their capacity as trustee.
No Trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

**Going concern accounting policy**
At the time of approving the financial statements the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future.

**Government grants**
All government grants received by the Charity are recognised using the policy defined by the FRS 102 (March 2018), The Financial Reporting Standard applicable in the UK and Republic of Ireland deals with government grants in Section 24 Government Grants.
The following government grants are recognised based on the accruals model in the financial statements when there is reasonable assurance that:
(a) the entity will comply with the conditions attaching to them; and
(b) the grants will be received.

The Coronavirus Job Retention Scheme totaling £6,422 for furlough of two employees.
Ministry of Justice Covid grants totaling £90,183, for loss of revenue and to maintain Domestic Violence and Sexual Violence services through the Covid 19 crisis.

**Grant making**
The Charity became Smallwood Trust grant partner for distribution of grants to the service users. The grants distributed as per the grant agreement with Smallwood Trust. The income and expenditure are recorded as restricted in the financial statements.

Total grants paid to individuals for the year ended 31 March 2021 were £12,420.

## 3 Income from donations and legacies

| | Unrestricted Funds | Restricted Funds | Total funds 2021 | Total funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Donations | 63,703 | - | 63,703 | 51,853 |
| | 63,703 | - | 63,703 | 51,853 |

## 4 Other Income

| | Unrestricted Funds | Restricted Funds | Total funds 2021 | Total funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Women's Aid - Honourarium | 400 | - | 400 | 200 |
| | 400 | - | 400 | 200 |

## 5 Income from investments

| | Unrestricted Funds | Restricted Funds | Total funds 2021 | Total funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Deposit account interest | 755 | - | 755 | 1,591 |
| | 755 | - | 755 | 1,591 |

## 6 Income from charitable activities

| | Unrestricted Funds | Restricted Funds | Total funds 2021 | Total funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Charitable grants and dontions | 76,351 | 275,169 | 351,520 | 170,152 |
| Central and local government grants and service level agreements | 470,038 | 77,511 | 547,549 | 240,333 |
| Training and counselling income | 10,965 | - | 10,965 | 718 |
| Rent | 213,210 | - | 213,210 | 209,342 |
| Resident contribution to services | 7,356 | - | 7,356 | 5,269 |
| The Coronovirus Job Retention Scheme | 6,422 | - | 6,422 | - |
| | 784,342 | 352,680 | 1,137,022 | 625,814 |

## 6 Income from charitable activities continued

Analysis of charitable grants and donations received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 | Total Funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| BBC Children in Need | - | 39,456 | 39,456 | 36,786 |
| BBC Children in Need (Covid) | 2,963 | - | 2,963 | - |
| The National Lottery Community Fund | - | 44,169 | 44,169 | - |
| The National Lottery Community Fund (Covid Food Bank) | 8,937 | - | 8,937 | - |
| The Community Foundation for Staffordshire | 10,152 | - | 10,152 | - |
| Smallwood Trust (Women's Sector Resilience Fund) | - | 26,590 | 26,590 | 1,990 |
| Smallwood Trust (Grant for Women) | - | 21,000 | 21,000 | |
| Smallwood Trust (Grant management fee) | - | 4,000 | 4,000 | - |
| Comic Relief | - | 15,500 | 15,500 | 15,000 |
| Comic Relief (Covid) | 33859 | - | 33,859 | - |
| Lloyds Bank Foundation (Covid) | 8440 | - | 8,440 | - |
| Lloyds Bank Foundation | - | 24,907 | 24,907 | 24,419 |
| Co-Op Community Foundation | 1,000 | - | 1,000 | - |
| Screwfix Foundation | 5,000 | - | 5,000 | - |
| Severn Trent Water | 2,000 | - | 2,000 | - |
| Amazon | 2,000 | - | 2,000 | - |
| Gamesys Foundation | 2,000 | - | 2,000 | - |
| Families: Social Exclusion and Places of Safety | - | 12,322 | 12,322 | - |
| British Enterprise Services (BBO) | - | 18,998 | 18,998 | 26,002 |
| Homeless Link | - | 21,054 | 21,054 | 21,054 |
| Nationwide Building Society | - | 47,173 | 47,173 | 44,901 |
| | 76,351 | 275,169 | 351,520 | 170,152 |

## 6 Income from charitable activities continued

Analysis of central and local government grants and service level agreements received, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 | Total Funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Stafford Borough Council (outreach) | 15,000 | - | 15,000 | 10,000 |
| Stafford Borough Council (MHCLG) | 100,078 | - | 100,078 | 69,224 |
| MHCLG Refuge and Dispersed Accomodation (Covid) | - | 48,665 | 48,665 | - |
| Staffordshire County Council (ISVA) | 33,440 | - | 33,440 | 67,500 |
| Staffordshire County Council fund | 9,100 | - | 9,100 | - |
| Ministry of Justice Covid Grrants | 90,183 | - | 90,183 | 7,988 |
| Staffordshire County Council -Doing Our Bit Community Grant | 2,300 | - | 2,300 | - |
| Cannock Chase Council (Homelessness fund) | 5,000 | - | 5,000 | 5,000 |
| Cannock Chase District Council (Service charge reimbursed) | 4,664 | - | 4,664 | 5,621 |
| Cannock Chase Council (Covid) | 500 | - | 500 | - |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Counselling) | 20,846 | - | 20,846 | - |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime (Sexual Abuse and Assault service) | 176,427 | - | 176,427 | - |
| Staffordshire Commissioner of Police, Fire and Rescue and Crime (NHS Prevention Project) | 12,500 | - | 12,500 | - |
| Staffordshire Commissioner of Police, Fire and Rescue, and Crime | - | 28,846 | 28,846 | 75,000 |
| | 470,038 | 77,511 | 547,549 | 240,333 |

## 7 Expenditure on raising funds

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 | Total Funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Publicity costs | - | - | - | 652 |
| Staff costs | 3,133 | - | 3,133 | 14,435 |
| Support costs | 9,858 | - | 9,858 | 4,013 |
| | 12,991 | - | 12,991 | 19,100 |

## 8 Expenditure on charitable activities

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 | Total Funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Women's Community Services | 255,397 | 196,583 | 451,980 | 449,056 |
| Survive Sexual Abuse Service | 176,427 | - | 176,427 | - |
| Refuge and Dispersed Accomodation | 211,923 | 150,993 | 362,916 | 313,361 |
| Govenance costs | 27,226 | - | 27,226 | 28,110 |
| | 670,972 | 347,576 | 1,018,548 | 790,527 |

Expenditure on charitable activites, included in the above, are as follows:

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 | Total Funds 2020 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Rent and rates | 144,706 | 4,086 | 148,792 | 141,748 |
| Telephone, printing and stationery | 16,165 | 2,880 | 19,045 | 10,248 |
| Software licence | 3,816 | - | 3,816 | 3,528 |
| Websites and Publicity | 6,610 | 467 | 7,077 | - |
| Equipment and repairs | 27,061 | 19,815 | 46,876 | 18,519 |
| Heat and lighting | 3,721 | 193 | 3,914 | 4,773 |
| Insurance | 3,591 | - | 3,591 | 3,322 |
| Contracted Out Services | 62,443 | 17,890 | 80,333 | 75,637 |
| Salaries | 336,464 | 280,503 | 616,967 | 475,049 |
| Women's subsistance | 1,182 | - | 1,182 | 2,894 |
| Smallwood Grants | - | 12,979 | 12,979 | - |
| Office costs | 9,564 | 1,578 | 11,142 | 4,934 |
| Training | 13,837 | - | 13,837 | 2,083 |
| Depreciation | 3,957 | - | 3,957 | 15,376 |
| Recruitment and staff welfare | 1,959 | 6,676 | 8,635 | - |
| Volunteer expenses | 90 | 509 | 599 | 4,214 |
| Sundries | 107 | - | 107 | 92 |
| Trustee expenses | 45 | - | 45 | 445 |
| Consultancy | 1,854 | - | 1,854 | 1,452 |
| Auditors' remuneration | 3,000 | - | 3,000 | 3,000 |
| Redundancy payments | 6,574 | - | 6,574 | - |
| Staff costs | 24,226 | - | 24,226 | 23,213 |
| | 670,972 | 347,576 | 1,018,548 | 790,527 |

## 9 Trustee expenses

No remuneration, benefits or expenses were paid to Trustees for the year ended 31 March 2021 or for the year ended 31 March 2020.

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Trustees' expenses | 45 | 445 |

Trustees' expenses relate to meeting room hire and refreshments for both years.

## 10 Fees for audit of the accounts

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Auditors fee | 3,000 | 3,000 |

## 11 Operating lease commitments

The following operating lease payments are committed to be paid.

| | | |
|---|---|---|
| Within one year | 504 | 504 |
| Within two to five years | 378 | 882 |
| | 882 | 1,386 |

## 12 Staff costs

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Wages and salaries | 590,119 | 454,751 |
| Social security costs | 48,797 | 36,249 |
| Pension | 10,907 | 10,790 |
| | 649,823 | 501,790 |

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

| | 2021 | 2020 |
|---|---|---|
| Fundraising | 1 | 1 |
| Governance | 3 | 3 |
| Charitable activities | 26 | 22 |
| | 30 | 26 |

No employee received remuneration in excess of £60,000

The charity have two defined contribution pension schemes, a 'money purchase' pension scheme, to which the charity does not contribute, and an auto-enrolment scheme, starting from 1 October 2015 for all eligible employees, to which the charity does contribute. The pension cost to the charity of the auto-enrolment pension for 2021 was £10,906 (2020: £10,790).

Included in other creditors are pension liabilities of £188 relating to employee contributions and £1,250 relating to auto-enrolment scheme contributions.

## 13 Tangible fixed assets

| | Furniture and equipmet | office equipment | Total |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2020 | 71,504 | 13,599 | 85,103 |
| Additions | 2,011 | 2,509 | 4,520 |
| At 31 March 2021 | 73,515 | 16,108 | 89,623 |
| | | | |
| **Depreciation** | | | |
| At 1 April 2020 | 66,146 | 12,280 | 78,426 |
| Charge for year | 2,289 | 1,668 | 3,957 |
| At 31 March 2021 | 68,435 | 13,948 | 82,383 |
| | | | |
| **Net Book Value** | | | |
| At 31 March 2020 | 5,359 | 1,319 | 6,678 |
| At 31 March 2021 | 5,080 | 2,160 | 7,240 |

## 14 Debtors and prepayments

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Trade debtors | 48,826 | 44,405 |
| Prepayments | 9,610 | 7,599 |
| Accrued Income | 75,236 | 49,095 |
| | 133,672 | 101,099 |

## 15 Creditors and accruals

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Trade creditors | 12,201 | 8,099 |
| Other creditors | 2,411 | 2,806 |
| Accruals | 44,897 | 45,170 |
| Taxation and social security | 12,427 | 9,262 |
| Deferred income | 33,708 | - |
| | 105,644 | 65,337 |

## 16 Analysis of net assets between funds

| | Unrestricted funds | Restricted Funds | Total |
|---|---|---|---|
| | £ | £ | £ |
| Tangible fixed assets | 7,240 | - | 7,240 |
| Current assets | 459,828 | 75,520 | 535,348 |
| Current liabilities | (105,644) | - | (105,644) |
| | 361,424 | 75,520 | 436,944 |

## 17 Movement in funds

| | At 01.04.20 | Incoming Resources | Outgoing Resources | Transfer Between funds | At 31.03.21 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| **Unrestricted Funds** | | | | | |
| General funds | 196,187 | 897,865 | (732,628) | - | 361,424 |
| | 196,187 | 897,865 | (732,628) | - | 361,424 |
| **Restricted Funds** | | | | | |
| PADA PAWS project | 484 | - | - | - | 484 |
| BBC Children In Need | - | 39,456 | (39,456) | - | - |
| The National Lottery Community Fund | - | 44,169 | (44,169) | | - |
| Homeless Link | 9,358 | 21,054 | (23,394) | - | 7,018 |
| MHCLG Refuge and Dispersed Accommodation (Covid) | - | 48,665 | (48,665) | - | - |
| Nationwide Building Society | 35,547 | 47,173 | (39,478) | - | 43,242 |
| Comic Relief | - | 15,500 | (15,500) | - | - |
| Lloyds bank Foundation | 14,245 | 24,907 | (24,623) | - | 14,529 |
| Staffordshire Commisioner of Police, Fire and Rescue and Crime | 8,607 | 28,846 | (37,453) | - | - |
| Business Enterprise Service (BBO) | - | 18,998 | (18,998) | - | - |
| Families: Social Exclusion and Places of Safety | 2,175 | 12,322 | (14,497) | | - |
| Smallwood Trust (Women's Sector Resilience Fund) | - | 26,590 | (26,590) | - | - |
| Smallwood Trust (Grant for Women) | - | 21,000 | (12,420) | | 8,580 |
| Smallwood Trust (Management Fee) | - | 4,000 | (2,333) | - | 1,667 |
| | 70,416 | 352,680 | (347,576) | - | 75,520 |
| | 266,603 | 1,250,545 | (1,080,204) | - | 436,944 |

## 18. Restricted Funds

**The National Lottery Community Fund**
The funding received is provide a Counselling Service for victims of domestic and sexual violence.

**Smallwood Trust (Women's Sector Resilience Fund)**
The funding received is for staff costs and running costs to meet increased demand for services because of Covid.

**Smallwood Trust (delivery of a women's grants programme)**
The funding received is for the management and distribution of grants to women in need of financial support due to domestic and sexual violence.

**Families: Social Exclusion and Places of Safety**
International partnership with Birmingham City University, for the development of a programme to help mothers and children to recover and rebuild relationships following Domestic Abuse.

**Comic Relief**
The funding received is for the Older Women's Voice project, which aims to bring the experience of older women in local communities to the fore.

**MHCLG Refuge and Dispersed Accommodation (Covid)**
The funding received is to maintain existing Refuge accommodation and provide four additional units of Dispersed Refuge Accommodation during covid.

**Lloyds Bank Foundation**
The funding received is to employ a volunteer coordinator for the recruitment and training of volunteers and their expenses.

**Nationwide Building Society**
The funding received is to provide a Resettlement Project to support families moving into long term secure housing following refuge.

**British Enterprise Services (BBO)**
Partnership with British Enterprise Services (Building Better Opportunities) to support women to access training, education and/or employment.

**BBC Children in Need**
The funding received is to support children who have experienced by domestic abuse.