

ANAWIM - BIRMINGHAM'S CENTRE FOR WOMEN LIMITED

England & Wales · Charity number 1159706

Details

Other names	ANAWIM - WOMEN WORKING TOGETHER, ANAWIM ? WOMEN WORKING TOGETHER, ANAWIM OR ANAWIM - WWT
Status	Registered
Legal form	Charitable company
Company number	09322109
Registered	2014-12-22
Register	View on the Charity Commission register

Contact

Address	228 Mary Street Balsall Heath Birmingham B12 9RJ
Phone	01214405296
Email	charity@anawim.co.uk
Website	www.anawim.co.uk

Activities

Objects: THE OBJECTS OF THE CHARITY (THE OBJECTS) ARE, FOR THE PUBLIC BENEFIT, THE PROMOTION OF SOCIAL INCLUSION BY PREVENTING VULNERABLE WOMEN AND MEMBERS OF THEIR FAMILIES FROM BEING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF SUCH PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY BY ALL MEANS THAT ARE CHARITABLE IN LAW. SOCIALLY EXCLUDED MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; YOUTH OR OLD AGE; ILL HEALTH (PHYSICAL OR MENTAL); SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS; DISCRIMINATION ON THE GROUNDS OF SEX, RACE, DISABILITY, ETHNIC ORIGIN, RELIGION, BELIEF, CREED, SEXUAL ORIENTATION OR GENDER RE-ASSIGNMENT; POOR EDUCATIONAL OR SKILLS ATTAINMENT; RELATIONSHIP AND FAMILY BREAKDOWN; POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS); CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER); AND VULNERABLE WOMEN MEANS WOMEN WHO HAVE BEEN, OR ARE AT RISK OF BEING, PHYSICALLY, SEXUALLY, EMOTIONALLY OR PSYCHOLOGICALLY ABUSED OR EXPERIENCED HOMELESSNESS, MENTAL, PHYSICAL HEALTH OR SUBSTANCE MISUSE PROBLEMS OR INVOLVED IN PROSTITUTION.

Activities: Women's Centre in Birmingham working to a 'one stop shop' approach. We support some of the most vulnerable &/or chaotic women who attend voluntarily or as part of their community sentences as alternatives to custody. We employ one-to-one interventions, counselling, a wide range of courses & specialised support services: Money Advice, Family Services and the IDVA service.

Classification

- **How:** Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, Other Defined Groups, The General Public/mankind

Geography

- Birmingham City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,171,640	£2,262,297	£1,841,239	63
2024-03-31	£1,905,887	£2,070,130	£1,935,042	65
2023-03-31	£2,167,114	£2,179,344	£2,094,351	71
2022-03-31	£1,888,471	£1,862,616	£2,119,364	66
2021-03-31	£1,790,424	£1,705,250	£2,083,220	67

Trustees

Name	Role	Appointed
Alphonsine Kabagabo		2025-11-13
David Michael Heath		2022-10-07
Fiona McTaggart		2023-06-09
Gemma Birkett		2024-12-12
Jennifer Anne Brown		2024-12-12
Paula Mitchell		2021-03-18
Peter Fahy		2024-12-12
Professor Katherine Emily Brown		2025-11-13
Rehana Begum Ali		2025-11-13
Sabreena Mahroof		2024-12-12
Sheila MacGrath		2023-09-23

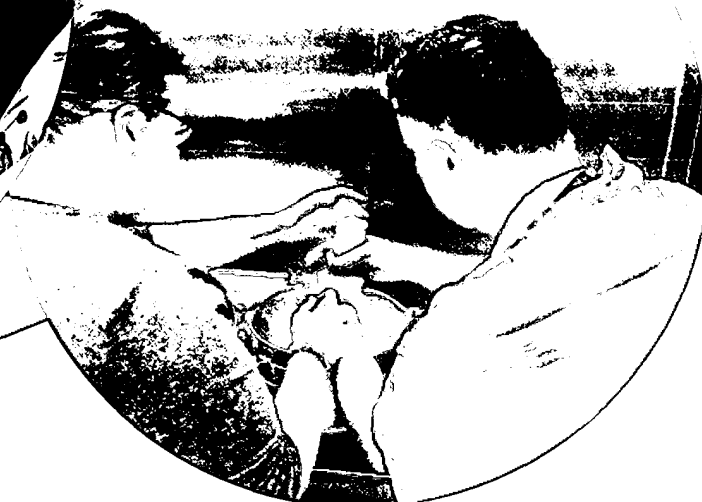
ANAWIM - BIRMINGHAM-S CENTRE FOR WOMEN LIMITED

England & Wales - Charity number 1159706

Accounts

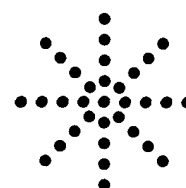
Anawim - Birmingham's
Centre for Women
Limited
Annual Report and
Financial Statements
Year Ended 31 March
2025

Anawim
Birmingham's Centre for Women



A35 23/12/2025 #235
COMPANIES HOUSE

Anawim - Birmingham's Centre for Women
228 Mary Street, Balsall Heath, Birmingham,
B12 9RJ.
0121 440 5296
anawim.co.uk



Registered with
**FUNDRAISING
REGULATOR**

Anawim - Birmingham's Centre for Women is a registered charity, number 1159706
and a company limited by guarantee registered in England and Wales (company
number 09322109)

**Anawim – Birmingham's Centre for Women Limited
Annual Report and Financial Statements
Year Ended 31 March 2025**

Charity registration number: 1159706
Company registration number: 09322109

Anawim – Birmingham's Centre for Women Limited

Annual Report and Financial Statements

Year Ended 31 March 2025

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Anawim – Birmingham’s Centre for Women

Charity Reference and Administrative Details

Year Ended 31 March 2025

Charity registration number	1159706
Company registration number	09322109
Chief executive	Joy Doal MBE
Trustees	Katherine Badman – appointed 12 December 2024 Harriet Bignell Gemma Birkett – appointed 12 December 2024 Jennifer Brown – appointed 12 December 2024 Anne Josephine Carr – resigned 17 April 2025 Peter Fahy – appointed 12 December 2024 Monica Ghai – resigned 12 December 2024 David Heath Janet Hemlin – resigned 12 December 2024 Siobhan Hughes – resigned 17 April 2025 Rosemary Kean – resigned 17 April 2025 Hazel Kemshall – resigned 5 August 2024 Margaret Lynch – appointed 12 December 2024, resigned 17 April 2025 Sabreena Mahroof – appointed 12 December 2024 Sheila McGrath Fiona McTaggart Paula Ann Mitchell Lynne Moran – resigned 21 July 2024 Ahmad Mortazavi Rehana Ali – appointed 13 November 2025 Katherine Brown – appointed 13 November 2025 Alphonsine Kabagabo – appointed 13 November 2025
Senior management team	Chief Operations Officer - Donna Lewis Head of Development – Anna Mekanjuola Head of Services - Gina Graham Finance Managers – Amelia Tankard, Midhat Riaz Trusts & Foundations Manager - Emily Johnson Volunteer & Counselling Manager - Hannah Johnson HR & Centre manager – Iona Clayton Data & Systems manager – Lisa McHugh Service managers - Katie Dixon, Rachel Harris, Megan Heath, Charlotte Taylor, Gurpreet Samara, Sarah Moore
Company secretary	Thomas Cadman
Registered office	228 Mary Street Balsall Heath Birmingham B12 9RJ

Anawim – Birmingham's Centre for Women

Charity Reference and Administrative Details

Year Ended 31 March 2025

Auditor	Dafferns Audit Limited Chartered Accountants One Eastwood Harry Weston Road Binley Business Park Coventry CV3 2UB	Bankers	National Westminster Bank Plc Kings Heath Birmingham B14 7LQ
Solicitor	Higgs LLP 3 Waterfront Business Park Brierley Hill Dudley DY5 1LX	Investment manager	Cazenove Capital Management 12 Moorgate London EC2R 6DA

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2025

The Trustees submit herewith the report and financial statements of Anawim – Birmingham Centre for Women (Anawim) for the year ended 31 March 2025. The financial statements have been prepared in accordance with the accounting policies set out on pages 25-27 and comply with The Charities Act 2011 and the Statement of Recommended Practice for charities (SORP 2015) (Second edition effective 1 January 2019).

Mission Statement

From our Birmingham centre Anawim provide trauma informed services including holistic support and advocacy to enable women to reach their potential.

Vision statement

A world where women are safe, free. Valued and equal members of society.

Purpose statement

To provide trauma responses services including holistic support and advocacy in Birmingham to enable women to reach their potential.

Values

Anawim believes in the intrinsic value of every person and welcomes each woman – without judgement.

We are deeply committed to listening to the women and building services around their needs.

We help women to navigate the complex challenges they are facing, and we do all that we can to support them for as long as they need us.

Anawim empowers women to make positive changes to turn their lives around, helping them – one step at a time – to become independent.

We want the best for the women and to make sure their basic needs are met. We won't rest until we've done all we can to keep them safe.

Note from the Chair of Anawim's Trustees

The Board has seen a considerable amount of change this year. With the support of the Company Secretary, the Board has reviewed the Articles of Association and restructured the committee system. Lynne Moran stood down as Chair of the Board, having served for a number of years, together with the Deputy Chair Janet Hemlin. As a Board we extended our thanks to them for their service through some testing times. I took over as Chair in November with David Heath as Deputy Chair.

Monica Gai stood down as trustee, having come to the end of her term and Siobahn Hughes and Hazel Kemshall both resigned for personal reasons. Again, we extend our thanks to them for their support. We advertised for new trustees and following interviews we were able to appoint Kat Badman, Gemma Birkett, Jennifer Brown, Sabreena Mahroof and Peter Fahy to the Board. We continue to seek diversity in our trustees, to better represent the women Anawim serves. Both Anawim's Foundation Partners have indicated their intention to step back from the Board as a result of changing circumstances. We will continue to partner with Father Hudson's Caritas on any relevant joint projects. We also still have a link through Peter Fahy who is also a member of Father Hudson's trustees. Sister Anne Josephine, Sister Rosemary Keane and Sister Margaret Hyde of the Sisters of Our Lady of Charity of the Good Shepherd [OLCGS] have also stepped down but assure us they remain committed to Anawim's work and ethos. This is a big change, as Anawim was founded almost forty years ago by sisters of OLCG. We will be celebrating this anniversary next year. Meanwhile Joy has assured the Sisters and Archbishop Longley that Anawim will stay true to the underpinning values of the Catholic ethos.

We have had four Board meetings this year, and a very successful Away Day, held in February. Unfortunately, the May Board meeting had to be cancelled as we would have been inquorate. Meetings have continued to be a mix of in-person meetings and on-line meetings. We approved a deficit budget again this year, but the financial situation has improved over this financial year, particularly thanks to the hard work of the project and finance team. While the funding climate remains challenging Anawim has won some very significant funding bids. Nevertheless, we do face a potential financial cliff edge in March 2026, so will need to continue to be very vigilant. The NHS is projected to rent the Dawn House premises as a step-down facility for Ardenleigh. This should be a win-win situation with the NHS rent contributing to our finances while providing easy access for the women concerned to Anawim's courses. Unfortunately, we have had to give up the charity shop premises in Moseley but are opening a shop on the Anawim site and are also active with online sales.

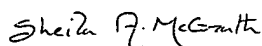
Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2025

Trustees continue to work in partnership with Anawim staff and we are always impressed by their expertise and commitment. We also celebrate the contribution made by volunteers, who bring a wealth of diverse skills to the project.

Finally, thank you to everyone, staff and trustees for your support, energy and hard work over this year.



Sheila McGrath

Overview of the year from CEO

An incredible 2119 individual women were supported by Anawim in some capacity between April 24 – March 25, an increase of 375 on the year before. 1366 of these were women caught in the criminal justice system. Our drop-in provision has continued to thrive secured by a large grant from National Lottery Community Fund; this has been match funded now from other trusts and foundations. Demand for this service continues to grow with 1371 visits made by 549 women 1132 food or toiletry parcels were given out, 385 of these women were subjected to abuse. Poverty, abuse, mental health and accommodation remain the main presenting needs. We have continued to work to our 5-year plan, reporting to the trustees, progress under each aim.

We enjoy working with a range of partners including Probation, BSMHFT, Ardenleigh, CAMEO to deliver some of our projects. We continue to work closely with Birmingham University on the Women's Risk Needs Assessment (WRNA) Effective Women's Centre project which is developing the evidence gained from the WRNAs. The WRNA is a comprehensive trauma informed, gender responsive risk, needs and strengths assessment designed specifically to be used with criminal justice involved women. It is the only validated, peer-reviewed risk and needs instrument in the public specifically designed by and for system-impacted women. The WRNA drives a comprehensive, holistic case-plan designed to enable frontline professionals to work alongside women in a way that best accounts for their specific needs and strengths and which mitigates risk. This is crucial to recognise among the people we work with in order to enhance motivation and case planning strategies. The WRNA backs up what we already knew – that trauma is at the root of women's offending. These offences are more likely to begin earlier in life, often as an escape from that trauma and victimisation.

We have continued to work alongside the OPCC, Ministry of Justice, HMCTS and Probation on the Intensive Supervision court for women in Birmingham which takes a problem-solving approach. The dedicated judge sees the women regularly and our caseworkers support the women every step of the way. 124 women were referred onto this sentence this year and 7 have graduated.

We attend and contribute to many forums and are active members of various infrastructure organisations including National Women's Justice Coalition and Women's Aid. These offer us insight into different perspectives, sharing best practice & resources such as JDs, policies and learning. We have expanded our national voice & profile, joining up more with other partners to have a unified voice.

We continue to embed improvements to IT and systems, maintaining Cyber Essentials Plus and IASME and successfully migrated our finance package to Xero.

We continue as active members of the **National Women's Justice Coalition** which now has 26 women's organisations.

We have engaged, along with other partners this year including Level Up and Birth Companions on the issue of pregnant women in prison and the increasing crime of Assault of an Emergency worker.

We are very happy to announce that we have achieved Investors in Volunteers again this year due to Hannah Johnson's hard work.

We held a very successful International Women's Day event. Roughly 100 people attended, and many artists displayed or donated their artwork.

We were honoured to be a runner up in The King's Fund/ GSK Impact Awards gave us valuable training into our Senior management team.



Joy Doal, CEO

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2025

A SUMMARY OF ANAWIM'S PURPOSE AS SET OUT IN OUR GOVERNING DOCUMENTS

The objects of the Charity (the "Objects") are, for the public benefit, the promotion of social inclusion by preventing vulnerable women and members of their families from being socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society by all means that are charitable in law.

3.2 For the purposes of Article

3.1: 3.2.1 "socially excluded" means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or 6 skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender); and

3.2.2 "vulnerable women" means women who have been, or are at risk of being, physically, sexually, emotionally or psychologically abused or experienced homelessness, mental, physical health or substance misuse problems or involved in prostitution. During the year, the Board of Trustees reviewed its charitable objects and agreed that they remain entirely relevant and purposeful. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing Anawim's aims and objectives and in planning future activities.

WHERE WE BEGAN

Anawim was founded by two pioneering nuns, Sister Magdalene Matthews and Sister Maisie Nevin, who moved into a red-light district in Balsall Heath – at the time described as 'Britain's busiest cul-de-sac'. They decided to open their home as a drop-in centre to women in the local community who were involved in prostitution and vulnerable to exploitation. The Sisters were struck by the difference it made for women to have a safe space, a warm drink and a listening ear. A place they could go without fear of judgement, to meet other women who cared deeply about their wellbeing. Motivated by unconditional love, an appreciation of the value of every woman, and a commitment to helping people to live life to the full, the sisters' mission continues to inspire us.

WHAT DO WE DO?

Anawim is an award-winning Women's Centre with 39 years' experience. We provide our services all under one roof – from counselling, courses and activities and access to basic essentials, to specialist support around the criminal justice system, mental health and violence and abuse. We know that every woman's story is different and recognise the systemic factors that impact women's lives. That's why everything we do is informed by individual needs, and why we will continue to campaign for change on a local and national level.

DROP-IN

Anawim's drop-in service is a safe space for any woman to receive support with any issue she presents with, as well as providing basic essentials such as food, toiletries and clothing. Many women arrive in crisis, sometimes with all her belongings and maybe children having fled an abusive partner, other times she may just need help with filling in a form or making a phone call. As we are based in a super diverse area of the city, we have many women present whose first language is not English and can be subject to forced marriage or in situations where their domestic abuse is further impacted by cultural norms. Through Anawim's Drop-in, women can have many, if not all her needs met in one place and sometimes even in just one visit. For women who are not able to reach our centre, we provide a free and confidential helpline which connects women directly to a support worker. For women requiring more in-depth sustained support they can usually be referred internally to a caseworker.

This year our Drop-in workers supported 549 women over 1371 visits. 16% of women presented with accommodation needs, 33% are suffering with current or historic domestic, 20% of women are experiencing financial challenges, women with financial needs, 27% disclosed mental health needs up from 15%.

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Year Ended 31 March 2025

CHILDREN AND FAMILIES

Anawim caseworkers offer support with parenting to help women keep or regain custody of children by providing advocacy at case conferences, court and alongside schools and other professionals. Addressing trauma, which is often the root cause of subsequent issues is vital to prevent the separation of children from their mothers.

When this situation cannot be prevented, Anawim works with women who are coping with the loss of having children taken into care – this can include a specialist, 12-week course. For many women, experiences of coercive control can result in family breakdown; this is why Anawim works to support women to understand the signs of unhealthy relationships, as well as raising awareness in the wider community.

Early finding from the WRNA show parenting as the highest need so this provision is nowhere near enough. We currently have no specialist in this area.

5 children were returned
18 were working towards return, improved contact
11 women completed the Parenting course
104 women had positive outcomes around their children and families.
18 women improved their contact with children in care.
92 women accessed support around children.
34 women completed the Confidence course over 36 sessions

DOMESTIC ABUSE

Anawim has just one dedicated Independent Domestic Abuse Advisor, however across our services we directly supported 137 women. The majority of the women Anawim support have domestic abuse as a need, including recovering from historic abuse. We recognise the various types of domestic abuse including financial control, coercive control, psychological and emotional abuse, as well as physical and sexual abuse. The women we support can feel humiliation, helpless and ashamed, sometimes believing they are deserving of the abuse, fearful to leave their partners and unable to protect their children. Statistics show that women are at the highest risk at the point of, or just after leaving their abusive partners. In the case of forced marriage or domestic abuse in religious households, women are further bound by their culture, family pressure and fear of shame.

Anawim is committed to supporting women to safely escape abusive relationships, and to address the impact of this experience through parenting skills, support to regulate emotions, understand trauma and identify healthy relationships.

A further 451 women had access to the Domestic Abuse Toolkit in HMP Drake Hall through Community Connections which is a national partnership of women's centres aiming to connect women in prisons with vital specialist community support services. It makes sure every woman in prison is connected to their local women's centre or relevant specialist services with the help of prisoners who are trained as Champions.

HOUSING

Anawim's Accommodation Specialist Lead has supported 48 women over the year, through 233 visits. She maintains a comprehensive directory of housing providers across Birmingham, which have been visited and checked by our staff for suitability, safety and security.

Additionally, the broader staff team have significantly enhanced their knowledge of housing and homeless queries under the guidance of our Accommodation Specialist Lead. This continuous learning approach ensures that staff are consistently evolving and finding solutions as needed, resulting in a cohesive and uniform dissemination of information and support throughout Anawim.

Housing is truly in crisis in Birmingham and is not showing any signs of improvement as yet, we are hoping the new Governments promises of new social housing will materialise.

DAWN HOUSE

Dawn House has remained closed to residents while we negotiate with Birmingham & Solihull Mental health Foundation Trust to utilise it as step down accommodation from Ardenleigh hospital

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Year Ended 31 March 2025

MULTIPLE AND COMPLEX NEEDS CASEWORKER

Our Multiple and Complex Needs Worker (MCNW) serves as a versatile professional within our organisation, drawing on extensive experience to address the diverse challenges faced by our women. With a focus on mental health, over the last 12 months she has been instrumental in delivering mindfulness courses and Stop and Think sessions, as well as concentrating her efforts on clients grappling with more severe issues, including suicidal tendencies and self-harm, supporting 77 women in total.

Her work has also brought attention to the significant cultural dimensions intertwined with sexual violence, affecting women from diverse ethnic backgrounds. Unveiling the challenges faced by clients in differentiating their experiences as rape and overcoming fears of disbelief, she has highlighted unique obstacles encountered by individuals from countries where domestic and sexual violence are normalised. The MCNW addresses the persistent influence of family pressure and shame within Birmingham's communities, adopting an empowering approach that encourages clients to articulate their experiences of sexual violence. This empowerment, in turn, enables them to determine their next steps, which may involve referrals to organisations like RSVP or providing support during court proceedings. Miriam has now qualified as practice lead for Anawim on Childhood Sexual Abuse with the Centre of expertise on child sexual abuse.

CRIMINAL JUSTICE

Anawim advocates for women impacted by the criminal justice system at every stage. From early intervention and diversion, to 'through the gate' support and on-site post-release accommodation. Both women and children are disproportionately affected by maternal imprisonment, as women are more often primary caregivers. For many women, the trauma of imprisonment and separation from children can resort in adverse coping strategies such as self-harm and substance abuse. With prisons overcrowded and still suffering from a shortage of officers, the rate of self-harm has rocketed in women's prisons over the last ten years and is now more than 8.5 times higher than in men's. This is in part because vulnerable and severely mentally ill women are being sent to prison because of a lack of community alternatives.

NEW CHANCE

New Chance is an early intervention project in partnership with the West Midlands Police and Crime Commissioner. It enables the Police to divert women who have committed low-level or first-time offences, which can attract an Out of Court Disposal, away from the criminal justice system by addressing women's criminogenic needs. Anawim has 4 caseworkers on this service. A key outcome is that women avoid receiving a criminal record, which holds them back from employment and other aspects of their lives. By supporting women in the community, the damaging and endless cycles of prison, release, recall can be broken. We received 381 referrals this year, more than 3 times increase.

14% of the women referred to New Chance achieved positive outcomes in relation to skills and engagement. 22% also achieved outcomes in relation to their mental/physical health and wellbeing, 20% of women achieved positive outcomes regards to children, families and relationships, 4% achieved positive outcomes relating to domestic abuse, 1 % achieved positive outcomes around finance.

CRIMINAL JUSTICE VULNERABILITY SERVICE (Formerly known as Liaison and Diversion)

Anawim has two workers supporting all women referred specifically through this Service (CJVS). It is delivered in partnership with Birmingham and Solihull Mental Health Foundation Trust, operating in court and in custody suites to screen and assess individuals, identifying any who may have mental health issues, substance misuse, homelessness and any additional learning needs or other vulnerabilities when they first enter into contact with the criminal justice system, and subsequently diverting them into holistic, gender and trauma responsive support at our women's centre, which can significantly reduce the likelihood of reoffending, by tackling the root cause of offending behaviours.

Our CJVS caseworkers meet with women in the Custody Suite and at Court during the sentencing or arrest stage, offering information and introduction to Anawim's services. Women can receive up to 12 weeks of 1-1 support through one of our specialist caseworkers, as well as additional access to courses and events at Anawim.

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Trustees' Annual Report Including Directors Report

Year Ended 31 March 2025

We recognise that women may not always be able to attend the centre for various reasons, and will conduct home visits where necessary, as well as appointments in the community. Over the last 12 months, 123 women were referred to Anawim through the CJVS.

- 62% made positive outcomes around health and wellbeing
- 4% around accommodation
- 1% with substance misuse
- 15% with domestic abuse
- 1% around improved confidence and self-esteem
- 9% with skills and engagement

COMMUNITY REHABILITATION SERVICE

Anawim delivers a community rehabilitation programme in partnership with Probation, funded through the Ministry of Justice, and alongside partners from the Regional Women's Justice Partnership, under Changing Lives as the contract holder.

As part of this service, women receive a tailored support package which may include one-to-one and group sessions and involve various pathways based on women's individual needs, including.

- **Emotional Wellbeing** – women may be referred to the Regulating Emotions and Dealing with Distress course (REDD) to develop coping strategies, learn to regulate emotions and identify triggers. This is followed by a more in-depth trauma course.
- **Employment, Training and Education** – we help women to apply for jobs, write a CV and to take up education or training opportunities.
- **Finance, Debts and Benefits** – women can learn to manage their money, apply for benefits and be supported in paying off debt.
- **Accommodation** – supporting women to find suitable accommodation and maintain tenancies.
- **Family and Significant others** – we run courses to help with parenting, as well as guidance around the care system and dealing with difficult circumstances.
- **Dependency and Recovery** – we support abstinence and provide relapse prevention.
- **Lifestyle and Associates** – we support women who have a decreased reliance on negative peer relationships or networks, such as organised crime groups or extremism groups. Women are encouraged to engage in their community and make a positive contribution. Women sustain engagement in pro-social leisure interests and purposeful activities.

This year 171 women were supported to complete their sentences by our team of 8 caseworkers, 64 were supported in custody, 19 on licence after release from prison and resettled into the community. The majority are aged between 26 & 45 years of age 64%, 73% describe themselves as white, 85 women 24% reported self-harm 38 11% self-neglect and a massive 117 women reported using substances. Only 27% were deemed to be a physical risk to others showing that women are much more likely to be a risk to themselves. Yet violence was the highest offence mainly common assault of an emergency worker at 11%, acquisitive crime was 2nd highest at 10%. The cost-of-living crisis has disproportionately affected women, 55% of the women supported were unemployed or on zero-hour contracts working under 16 hours a week. Only 8 were in full time employment.

Of the women referred to the Probation team a huge 35% of those women had served previous custodial sentences and 7% had been on remand. 22 % had no previous custody. The team are passionate about supporting women holistically to reduce those figures and deter women from reoffending by addressing the issues that have led them to commit crime.

PRISON WORK

This year we have supported women either in prison or through the gate back into the community, through our prison in-reach or Community Rehabilitation Service (CRS). We have 2 Community Rehabilitation Service workers.

In the country, 58% of women leaving custody reoffend within a year, the number is even higher for women serving a sentence of less than a year, which is about 17% of the prison population, with 73% reoffending.

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Year Ended 31 March 2025

This year, much support has been offered to the women who have walked through the gates of the prison. This includes immediate help with housing, helping women with substance abuse, family support and access to our free counselling program.

Women have said that the extensive list of courses and high-quality support meets their needs and so have not needed to go elsewhere as it is truly holistic. Also, the courses on offer have been rating excellent consistently – a testament to effort and care that goes into providing the best courses for women by the staff. One of the main reasons that women enter the criminal justice system is the lack of mental health support in the community. This can lead to drug/alcohol problems and short prison sentences that start an endless cycle of reoffending. Anawim combats this by offering mental health support for women leaving prison and helping them to regain their independence with accommodation and increased contact with their children.

COMMUNITY CONNECTIONS

Creating community connections is a project run in 7 prisons aiming to support women in custody who have suffered domestic abuse via in depth one to one support or ad hoc support such as signposting. We have one link worker in HMP Foston Hall who is able to use her skills to support women in a trauma informed way and help women link in with their local women's centre and services on release. Hence continuing support on release addressing domestic abuse issues and root causes is key in reducing reoffending. She is assisted by champions who are trained up from among the prisoners.

The support includes multiple agencies, including probation, other women's centre colleagues, CRS providers from Nottingham, Derby, Stoke and Birmingham, Reconnect, PACT and Birth Companions.

Creating Community Connections is a partnership of women's centres - Women in Prison, Anawim, Together Women and Nelson Trust. The project aims to strengthen partnerships between a national network of women's centres connecting women in prisons with vital specialist community support services including those provided by Birth Companions, Clean Break, Hibiscus, Muslim Women in Prison and Working Chance.

This will include providing access to the trauma-responsive support that women's centres provide to reduce reoffending and overall harm, increase women's sense of safety and help them rebuild their lives. Anawim has a link worker in HMP Foston Hall and trained champions interacting with 451 women over the last year.

SUBSTANCE MISUSE

We only had a specialist worker in this post 10/07/24 – 06/01/25 as this post has been a challenge to recruit, but fortunately she was promoted to manager to cover maternity for the Central services manager, so we didn't lose her expertise in this area. She has maintained the good links we have with the commissioned services in the city. Drop-in supported 22 women with their substance misuse and 23 were case worked by the substance misuse specialist. We had 383 women with a need related to substance misuse in the year.

COUNSELLING

Counselling is offered for every woman, free of charge, at our women's centre, as part of our wraparound service. Limited access to travel and struggling to keep track of appointments can be a barrier for many women trying to access support, which is why we believe our one-stop approach is so important. Providing counselling in-house means a woman can receive support in an environment she is already familiar with and reduces the number of places she must travel to. We offer face to face, online and telephone counselling to ensure counselling is accessible according to each woman's circumstances.

Anawim's counselling team is made up of the Volunteering and Counselling Manager, the Counselling Coordinator and a team of qualified volunteer counsellors and trainee counsellors on placement, providing support in-person or over the phone to suit the needs of the individual. Recent injection of funding from Lottery and an extension of PHE funding has enabled us to keep our qualified counsellors who are experienced in domestic abuse and sexual violence specifically; giving another route and option for our counselling referrals and enabling us to make our way through our waiting list and support more women. The lottery funding has enabled us to expand the Counselling Coordinator role from 10 to 24 hours per week; meaning more assessments can take place. The Counselling Coordinator role is now shared between two qualified counsellors and one of the coordinators is exploring Walking Therapies as an alternative option for counselling; meaning we can offer more sessions without the issue of limited room availability and offering an option to support our women getting out into nature.

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It has also meant that we now run an anxiety and depression course that we offer to the women on our counselling waiting list; giving them understanding and coping tools whilst they wait for their allocation. This also ensures that we are managing the risk of women sat on the waiting list as this can be up to 6months. 173 referrals were made for counselling within this year.

One of our counselling students is also a yoga therapist and is running a drop-in group for Mind Body Connection as an alternative form of support for women on the waiting list who do not feel comfortable talking in a group setting.

TRAUMA WORK

Anawim delivers a varied timetable of courses which includes; Stop and Think, exploring interpersonal problem-solving; The Freedom Programme, helping women who have experienced domestic abuse to identify types of abuse and the impact, and our popular confidence course assists women towards empowerment and assertiveness; A Mindfulness Drop In aimed at helping to develop skills to pay attention to and manage emotions, thoughts, behaviours and learn distraction techniques. Supporting women to build social skills which helps to slow down racing thoughts and really notice what is being done to manage anxiety. The activities include mindful colouring, painting, activity jars, visualisation boards, goal setting and sensory bottles.

Regulating Emotions & Dealing with Distress (REDD) is a popular course and had been developed into workbooks and translated into 9 languages on our website. These can be used to work with our women individually and in a group setting, this course is a prerequisite for referral to Understanding Complex Trauma which in partnership with Phoenix Psychology - an independent psychology practice based in the Midlands, we deliver over a 12-week period. The course is based on the model of Compassion Focussed therapy

Compassion Focused Therapy (CFT) was developed to work with people with complex and chronic mental health problems and designed to work trans diagnostically with a focus on integrating psychology, neurobiology and evolution research. CFT addresses shame and self-criticism which is often connected to Complex PTSD (Gilbert and Proctor, 2006). CFT emphasizes the importance of relationship and connection and therefore has been evidenced to be an effective model to utilize within group settings.

Anawim continues with a timetable of weekly activities that women can attend without referral and without having previously visited the centre.

These include Wellbeing Wednesday in partnership with Ardenleigh, to encourage the women to attend the centre and get involved with our courses, the weekly activities are suggested by the women; Self Care Skills encourages independent living; Creative Tuesday and Wednesday and Sewing are arts and crafts workshops to encourage social inclusion and allow the women to get to know our centre in an informal and supportive way.

22 women completed the Understanding Complex trauma course

40 women completed the Regulating Emotions & Dealing with Distress course

27 women completed Stop & Think over 28 sessions.

ARDENLEIGH

Ardenleigh is a medium secure forensic psychiatric hospital in Birmingham, supporting women experiencing complex long-term mental health issues and those with experience of the criminal justice system. Anawim has a team based within Ardenleigh, including two Mental Health caseworkers, three Peer Support Workers and six Enhancement Workers. The team have worked with 39 women during this financial period.

The Anawim team are innovative and strive to find meaningful ways to develop therapeutic rapport according to the service user's needs, providing recovery focused support and interventions. Our Enhancement Workers deliver a co-designed programme of purposeful activities across the service such as arts, crafts etc. alongside ward staff and activity workers. Most of their activities take place during the evenings and weekends, when there is an increased risk of self-harm and suicidal ideation. Our Peer Support Workers have lived experience, making their support understanding, trauma-sensitive and judgement-free. Peer support enables women to use their voice, to be heard and understood. Our Mental Health Caseworkers provide assistance and support relating to the care plans, using an individually tailored approach. This includes helping to create social networks, relationships, and planning for discharge.

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The team provide access to community links and resources to support in achieving future goals, such as voluntary working within Anawim. This is extremely beneficial and has led to service users securing external employment, education, and training opportunities, as well as paid roles within Anawim. Our overall aim is to empower the women and improve their sense of hope, motivation, community engagement and self-management, to ensure a positive transition into the community.

CAMEO & ACCESS

The Offender Personality Disorder (OPD) programme is an initiative that aims to provide a pathway of psychologically informed services for a complex and challenging offender group. The CAMEO and ACCESS services within HMP Foston Hall are two of the services available, within the female prison estate, that work with women diagnosed personality disorders, presenting with disruptive behaviour and those that are typically hard to engage.

Anawim continues to partner with these services, offering three Enrichment Workers within CAMEO and a further Enrichment Worker within ACCESS. Our Enrichment workers offer therapeutic activities during the days, evenings and at weekends, when women are most vulnerable. This provision aims to encourage motivation and engagement, as well as, significantly reducing incidents of self-harm within the prison. The Enrichment Teams have awareness and understanding of how mental health contributes to offending behaviour and the importance of supporting women with their challenges while in prison.

VOLUNTEERS

Anawim is grateful to have a dedicated and passionate team of volunteers who provide vital support across the organisation. We currently have 22 volunteers contributing 79 hours each week towards our work. The monetary value of this contribution equates to £50,159 per year, based on an average of equating the UK minimum wage per hour for each of the volunteer's time. However, we have a qualified psychologist, counsellors, and course tutors that would cost more per hour, so volunteers save us more than this when looking at specific roles and monetary value of each volunteer individually.

We were awarded the Investing in Volunteers Award in 2019 and again 2024 and continue to support volunteers to this standard; offering training, shadowing opportunities, clinical and managerial supervision, and opportunities to try new roles and move around the organisation so that volunteers can get the most from the experience. Volunteers are included in our events and training and are made to feel part of the team. They are on People HR so they have access to their documents and supervisions, and we can record hours. Volunteers are also on our training portal, Bobs business, so they have training opportunities like staff. We encourage women who are receiving support from Anawim to apply to become Champions of Anawim, who can give back and learn vital skills through volunteering with Anawim whilst still receiving support. This can be an important value-based activity to sustain their wellbeing, provide valuable work-based experiences and ensure their expertise from experience is drawn upon and heard within Anawim.

Champions support across the centre and within our Moseley shop, enabling them to grow in confidence and learn vital skills for employment in a safe and familiar environment. We currently have 5 open active champions with a waiting list of 10+.

We also have been developing a peer mentor programme. This is a next step and progression from champions. We are working in partnership with Phoenix Psychology developing, delivering and evaluating the programme, ensuring it is trauma informed and psychologically safe. This is to enable our women to progress and develop on their knowledge and experiences within the centre, to work more closely with members of our staff team providing personal support to other women accessing the centre. This relational model of intervention will aim to facilitate engagement and retention.

All peer mentors are supported through line management, group reflection practice and individual Clinical Supervision. We currently have 5 peer mentors supporting different teams across Anawim.

Volunteers are a huge part of the yellow pillar on our Strategy, and we encourage volunteers to apply for paid roles within Anawim as part our recruitment model and have a number of staff who were previously volunteers. Within this financial year we have had one volunteer who became a staff member, and a Champion that became a volunteer. Anawim provides an extended range of volunteer opportunities and responsibilities, such as drop-in volunteer, volunteer tutors, centre volunteers and volunteer counsellors. We have also been concentrating on building a team of volunteers in our Moseley shop, which will now be moving

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onto our premises and will also act as a clothes bank, which will be run by volunteers. Due to our Moseley shop closing, our shop manager is taking on the role of Volunteer Coordinator – this role will be centre based and dedicated to continuing to grow volunteer opportunities. One of the ways we're doing this is through a Volunteer Rep working group; made up of dedicated Volunteer Reps from each team, who will be responsible for their volunteers. This will give a well-rounded experience for volunteers; whilst giving our staff opportunities to grow their skills by being part of the interview panels and delivering supervision.

This runs alongside the work our Coordinators team are doing around hosting students; enabling us to have one student per team, who is studying in a relevant field and can support with caseloads.

PARTNERSHIPS

We really value all the many partnerships we have built over the years; we couldn't do as much as we do without you. This last year, the backing we have had from the Office of the Police and Crime Commissioner, HMPPS Women's Directorate and the Probation service has been invaluable.

Our partnerships with NHS England enable the Ardenleigh Blended Service, CAMEO within HMP Foston Hall, and the Criminal Justice Vulnerability Service (formerly liaison & diversion) to continue and flourish. None would be possible without the support of the Birmingham and Solihull Mental Health Foundation Trust. We deliver the Community Rehabilitation Service and New Chance with the Regional Women's Justice Partnership, which enables us to cover the whole West Midlands region.

Other agencies and individuals support us regularly by delivering courses and activities for the women including Sarah Vogel who delivers her Confidence course, National Literacy Trust who have been bringing a guest author each month and undertaking creative writing, Phoenix psychology who deliver the trauma courses and provide our staff with the vital clinical supervision and counselling they require to cope with hearing the stories they do.

Birmingham University remains a committed partner with us on the WRNA project.

Anawim staff regularly attend a range of forums including

- Women & Girls in the CJS
- Mentally Healthy City
- Regional Sex Worker forum
- Reducing Re-offending Partnership
- Regional Offender Forum
- Regional Volunteers coordinators
- safeguarding roundtable
- Money advice

We took part in consultations and meetings discussing strategy including contributing to the Police and Crime Plan, the Independent Sentencing Review, End Violence Against Women Coalition and many more.

We are active members of the national Women's Justice Coalition and work on campaigns regularly with many partners in the sector to improve the lives of the women we support

THANK YOU

Anawim would like to thank the following funding bodies for their continued financial support:

Albert Gubay – counselling

Aurum Charitable Trust - core

Barrow Cadbury Trust - Funding for Women's Development Initiative, CEO engagement and communications in the women's and wider criminal justice sector

Birmingham City Council – Drop-in and Central services

Our Lady of Charity and the Good Shepherd - Core costs (contribution towards Finance Manager)

Groundworks – Foodbank and garden

Garfield Weston – core

Hadley Trust - caseworker

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The Henry Smith Charity - Multiple and Complex Needs and Drop In services

HMPPS - Creating Community Connections

The JABBS Foundation –Supporting our specialist workers, the development of the Women's Risk Needs Assessment Tool, Project Management and development

John Armitage Charitable Trust - core

Ministry of Justice - Support for Core running costs

Ministry of Justice via Changing Lives - Community Rehabilitation Service

The National Lottery, Reaching Communities - drop in & counselling services

Nationwide Community Foundation – Drop-in services

NHS England - CAMEO Unit, Criminal Justice Recovery, ACCESS, Community Personality Disorder pathway and Blended Services at Ardenleigh Mental Health Services

Public Health - counselling

The Sheepdrove Trust - Prison in-reach

Victim's Fund Drop-In

West Midlands Police and Crime Commissioner - New Chance, IDVA Support and Intensive Supervision Court

Skipton Building Society – funding for outdoor furniture for the Women's Garden

BSWA (Household Fund) – funding to supply our Women with white goods and household items

The Triangle Trust – Venus project for young women aged 18-24

Additional thanks go out to the many people who donate clothes, toys, food and household goods regularly, including WeCan who collect aluminium cans to raise money to buy food for the food bank. And those who support Anawim through their services, including:

- ARC Alarms 15
- ASH Waste Services
- BPH Windows
- Bob's Business
- Bournville School
- Karen Butler
- Christine Balogun
- Cathedral Hygiene
- Century Secure Group
- The Clock Pub Balsall Heath
- Joanne Corkery
- Deb Day Sewing Room
- Devereux Data
- Edgbaston Foundation @ Edgbaston Cricket Ground
- Evastore
- FirstcomEurope
- Gowling WLG
- GW Electrical
- Hare of the Dog Comedy
- IBIT Solutions
- The Jungle Club, Moseley
- Kenilworth and District Soroptimists
- Nordomatic
- Northbridge Digital Ltd
- Olton Friary R C Church

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- Paul Butler Health and Safety
- Price Waterhouse Coopers
- Phoenix Psychological Services Ltd
- Safeguard Pest Control
- Seventh Circle – Artworks & Aesthetics Ltd.
- Students at Birmingham City University
- Sutton Coldfield Soroptimists
- Solihull Soroptimists
- Tata Technologies –Leamington Spa
- University of Birmingham

Fundraising Regulator Statement of Compliance

Anawim does not contract with a third party to undertake any fundraising on its behalf. We have received no fundraising complaints during the year.

Financial Review

Summary

The accounts cover all activities controlled by the Charity.

During the year to 31 March 2025, Anawim received income of £2,171,640 (2024: £1,905,887) and incurred total expenditure of £2,262,297 (2024: £2,070,130). The Charity saw a decrease in its total funds of £93,803 in the year. The high level of income reflects Anawim's respected status as a reliable service partner by national and local government departments and by charitable foundations who trust Anawim to deliver services and change programmes for women. The slight increase in income compared to the prior year can be attributed to a successful fundraising strategy which has secured several new grants during the year. We were also awarded the lead partner within the New Chance project with WMPCC whereby we directly co-ordinated referrals to the project for which we received additional funding. The increase in expenditure can mainly be attributed to rising staff costs and operational costs due to inflationary increases.

At 31 March 2024 the Charity held cash and bank deposits of £599,353 (2024: £907,545) and investments of £96,591 (2024: £99,737). Investment income fell in the latter part of the year due to increases in inflation and fluctuating market conditions affecting the portfolio of investments.

The Charity's reserves and cash positions are satisfactory and the Board of Trustees believe that it is appropriate to adopt the Going Concern Basis in the preparation of these financial statements.

Reserves Policy

Following the annual review, the Board has established a policy to maintain unrestricted funds not committed or invested in fixed assets i.e. 'free reserves', at a level of between six and twelve months of unrestricted expenditure. In the light of activities and funding, this should provide sufficient funds to continue the current activities of the charity, provide for core posts and give sufficient time to consider and replace existing funding sources should there be a significant change in present funding arrangements. As at 31 March 2025 the reserves policy was complied with and free reserves equated to around twelve months unrestricted expenditure.

With the uncertainties in the economy, the trustees continue to note the importance of maintaining adequate reserves to maintain and adapt services in response to rapidly changing circumstances.

The charity will continue to strive towards operating within its available funding during the next financial year. The Board is acutely aware that most of the charity's activities are driven by restricted funding and hence, costs must be managed accordingly. Any core costs not covered by restricted funds still need to be met to keep the charity in operation, so raising sufficient unrestricted funds in future to comply with the reserves policy is crucial.

The reserves policy will continue to be reviewed annually.

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Investment Policy

There are no restrictions on Anawim's power to invest.

A donation from The Fairlight Trust in 2017 led to the Board of Trustees investing funds of £200,000 in a portfolio of assets with the aim of giving increased certainty to the future of Anawim. In the year to 31 March 2023, further capital of £100,000 was released from the investment portfolio. At 31 March 2025, the fair value of the investment portfolio is £96,591, falling below the nominal value due to unrealised losses. While losses are not desired, given the general state of the economy and investment markets, the trustees consider the performance of the investment to be satisfactory. Income of £4,120 was generated from the portfolio and utilised in funding the core running costs of the charity.

The trustees reviewed the approach to investments in December 2020 and adopted a revised investment policy statement. The key elements of the investment policy are as follows:

1. Expert Advice.

The Trustees can delegate management of any investments to a Financial Expert, defined in the charity's Articles of Association as an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000.

2. Risk

The Trustees acknowledge that to achieve acceptable and sustainable long term returns some degree of risk is necessary. The main risk to the long-term sustainability of the investments is inflation and the assets should be invested to mitigate this risk over the long term. The Trustees accept that the investments are likely to be concentrated in real assets such as equities and property and the short-term value of these assets can fluctuate. To mitigate these fluctuations the Trustees wish to diversify their portfolio.

3. Liquidity

Investments must have appropriate liquidity with 80% realisable within one month.

4. Currency

The majority of the investments should be held in sterling denominated instruments.

5. Responsible Investment:

The Charity wishes to adopt a responsible investment approach seeking sustainable long-term returns, using exclusions, integration, and social and governance considerations across all asset classes and engagement throughout ownership. In line with its ethos and values, investments should be chosen to make a positive impact on people and the planet.

The designated investment firm must be able to demonstrate a rigorous ethical, social and governance policy in its approach to investments.

Following this review, the charity's investment portfolio was moved from a bespoke managed portfolio to the Cazenove Responsible Multi Asset Fund.

It is the Trustees' view that there are not sufficient surplus funds at the present time to increase this investment. Any other surplus funds are deemed short term and, therefore, these monies are invested in readily accessible bank deposit accounts.

Plans for the Future

Anawim continues to operate in a turbulent socio-economic context with a new government who have inherited a difficult economic situation and many years of austerity which have damaged services many irrevocably. The changes to Employer's National Insurance contributions due to come into effect in the next financial year have added an additional £70k to Anawim's payroll budget. This additional burden will have to be managed carefully however, we have been fortunate that many of our funders have responded with an uplift for 2025/2026 to help ease the burden this rise creates and to minimise the use of reserves to bridge the gap.

Following recent further investment in Anawim's fundraising and development capacity, Anawim has developed and is now implementing an ambitious fundraising and communications strategy in order to diversify

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the funding base and journey towards financial sustainability. Unfortunately, one of our enterprise schemes, a pre-loved clothing boutique in Moseley has not achieved the footfall or income we had hoped and will sadly close its doors in August 2025. We are in the process of building an on-site boutique to replace the shop which will continue to provide valuable skills for the women as well as some valuable income. With several large contracts potentially available to tender for in 2025/2026 we continue to work on our 5 year plan to grow our expertise and our brand as a leader in the provision of women's services in the region.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Anawim - Birmingham's Centre for Women is a charitable company limited by guarantee. It was incorporated as a company limited by guarantee on 21 November 2014 and registered as a charity on 22 December 2014. During the financial year ending 31 March 2025, Anawim refreshed its trustee body and welcomed 5 new trustees to the Board. This was following an external recruitment process.

The charity's two Foundation Partners (The English Province of Our Lady of Charity of the Good Shepherd and Father Hudson's Care) each has the right to nominate three trustees to the Board of Trustees (the Board) and the Board has no role in the selection or nomination of these trustees. Anawim's Board does have the right to appoint an additional eight trustees and the right to co-opt a further two trustees. These appointed trustees are recruited by external advertisement. The Board recognises the need to diversify the age and ethnicity of members and to encourage service user involvement and this forms part of the continuing work on governance.

The Board recognises the need for all trustees to receive adequate training on their role and responsibilities and to be familiar with the charity's activities, ethos and values and has established a formal induction process to ensure that, from the outset, trustees are equipped with the information to help them to be effective in their role. In addition, the Company Secretary provides regular updates to the Board on legal, regulatory and compliance matters relevant to the work of Anawim.

In December 2024, the Board approved a restructuring of its Committee structure, reducing the number of Committees from four to two. The new Committees are the People and Operations Committee and the Finance and Impact Committee. Each Committee operates under written terms of reference and reports to the Board on its activity at each meeting of the Trustees.

Risk Management

The management process sets out how new and established risks are managed and how those risks are audited and then reported to Trustees. The managers of each service review their risks on a quarterly basis and if the score is above the agreed threshold the risk is reported with mitigating actions to the relevant committee. The Board considers the strategic risk register twice a year. The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems and procedures are in place to mitigate exposure to those risks.

This procedure now gives the Senior Leadership Team and the Trustees greater assurance that the major strategic, business and operational risks faced by Anawim are being effectively managed.

Strategic Risk

Having approved a Five-Year Strategic Plan in October 2021, Trustees, during 2022/23, identified and approved the following five strategic risks and agreed their risk appetite in relation to each:

- There is a risk that Anawim does not have enough of the right people, in the right place, at the right time and that this will result in an inability to deliver services and fulfil contractual obligations.
- There is a risk that Anawim's key partnerships are not maintained and that this will restrict Anawim's ability to maintain levels of operational services.
- There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.
- There is a risk that Anawim fails effectively manage expenditure and resources and that this could create instability and call into question Anawim's sustainability.

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- There is a risk that the external environment becomes hostile to a degree that Anawim's strategic objectives are compromised to ensure that major strategic, business and operational risks are managed effectively.

Trustees will review these strategic risks and the risk appetite in relation to them during 2025/26 to ensure that Anawim is responsive to changing circumstances.

Safeguarding

Anawim has an established Safeguarding Policy which Trustees review on an annual basis, approving any changes that are deemed necessary. In this way Trustees are assured that Anawim's policy and practice reflects current legislative requirements and that it mirrors relevant guidance. Under the terms of the Safeguarding Policy, an annual training programme for staff and volunteers has been established and a Designated Safeguarding Lead is in place. The Designated Safeguarding Lead reports to the Head of Services and provides regular safeguarding reports to Trustees through attendance at the People and Operations Committee.

Reputation

Recognising that the risk to reputation that Anawim might be exposed to, Trustees identified the following risk as one of the five strategic risks faced by Anawim:

There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services

Trustees will review this risk, along with the other strategic risks, during 2024/25 to ensure that it can be responsive to changes in the external environment.

Organisational Structure

The Trustees (listed on page 1) are responsible for the general control and management of Anawim. They receive no remuneration or other financial benefit for this role, with the exception of one trustee, disclosed in note 11.

In December 2024, the Trustees approved the following updates to the governance structure of Anawim:

- a) the adoption of a new Schedule of Matters Reserved to the Board;
- b) the adoption of a new Schedule of Delegation;
- c) the creation of a People and Operations Committee;
- d) the creation of a Finance and Impact Committee

Under the revised Schedule of Matters Reserved and Schedule of Delegation, the Board of Trustees retains some key responsibilities for itself, but the new committee structure allows the Board's focus to be on strategy and oversight.

The day-to-day running of Anawim is delegated to the Chief Executive Officer and Senior Management Team (listed on page 1) as well as a team of paid and unpaid staff and volunteers. The pay of the Chief Executive Officer, senior managers and all staff is reviewed annually and is normally increased to reflect a cost of living adjustment and the nature of the role and responsibilities. In view of the nature of the charity the Trustees benchmark against pay levels in other charities.

STATEMENT OF THE BOARD OF TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

The Trustees, who are also directors of Anawim – Birmingham's Centre for Women for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and: select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make

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judgements and estimates that are reasonable and prudent; state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions. Each of the directors, who held office at the date of approval of this Trustees' Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information.

Connected charities

The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

The English Province of Our Lady of Charity of the Good Shepherd CIO Brentano Solar House 915 High Road London N12 8QJ Charity registration number – 1163502

Father Hudson's Care Coventry Road Coleshill Birmingham B46 3ED

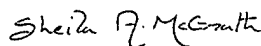
Disclosure of information to the auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (October 2019) and in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the board



Sheila McGrath
Trustee

13 November 2025

Anawim – Birmingham's Centre for Women

Independent Auditor's Report to the Trustees and Members of Anawim – Birmingham's Centre for Women

Year Ended 31 March 2025

Opinion

We have audited the financial statements of Anawim- Birmingham's Centre for Women (the 'Charitable Company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, 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 Charitable Company'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 Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the Charitable Company 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 Charitable Company'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. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Anawim – Birmingham's Centre for Women

Independent Auditor's Report to the Trustees and Members of Anawim – Birmingham's Centre for Women

Year Ended 31 March 2025

- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 17, the Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company'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 Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management, and those charged with governance around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Anawim – Birmingham's Centre for Women

Independent Auditor's Report to the Trustees and Members of Anawim – Birmingham's Centre for Women

Year Ended 31 March 2025

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.

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 Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:



Lucy Hatton FCCA (Senior Statutory Auditor)
For and on behalf of Dafferns Audit Limited
Chartered Accountants
Statutory Auditor
One Eastwood
Harry Weston Road
Binley Business Park
Coventry
CV3 2UB

22 December 2025

Anawim – Birmingham’s Centre for Women

Statement of Financial Activities (Including Income and Expenditure Account)

Year Ended 31 March 2025

		2025				2024
	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total £	Total £
Income and endowments from:						
Donations and legacies	2	86,928	-	-	86,928	109,629
Charitable activities	3	-	-	2,050,316	2,050,316	1,770,673
Other trading activities	4	18,286	-	-	18,286	14,382
Investments	5	16,110	-	-	16,110	11,203
Total income and endowments		121,324	-	2,050,316	2,171,640	1,905,887
Expenditure on:						
Raising funds		40,017	-	-	40,017	14,266
Charitable activities	6	84,026	50,374	2,087,880	2,222,280	2,055,864
Total expenditure		124,043	50,374	2,087,880	2,262,297	2,070,130
Net gains / (losses) on investments	14	(3,146)	-	-	(3,146)	4,934
Net income / (expenditure)		(5,865)	(50,374)	(37,564)	(93,803)	(159,309)
Transfers between funds		(29,618)	29,851	(233)	-	-
Net movement in funds	19	(35,483)	(20,523)	(37,797)	(93,803)	(159,309)
Reconciliation of funds:						
Total funds brought forward	19	307,609	1,228,986	398,447	1,935,042	2,094,351
Total funds carried forward	19	272,126	1,208,463	360,650	1,841,239	1,935,042

All income and expenditure derive from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised during the year.

Anawim – Birmingham's Centre for Women

Balance Sheet

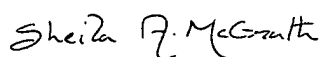
Year Ended 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	1,120,944	1,141,467
Investments	14	96,591	99,737
		<u>1,217,535</u>	<u>1,241,204</u>
Current assets			
Debtors	15	508,490	424,710
Cash at bank and in hand		599,353	907,545
		<u>1,107,843</u>	<u>1,332,255</u>
Creditors: amounts falling due within one year	16	(484,139)	(638,417)
Net current assets		<u>623,704</u>	<u>693,838</u>
Net assets		<u>1,841,239</u>	<u>1,935,042</u>
Charity Funds			
Unrestricted funds			
General unrestricted	19	272,126	307,609
Designated unrestricted	19	1,208,463	1,228,986
Restricted funds	19	360,650	398,447
Total Charity funds		<u>1,841,239</u>	<u>1,935,042</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

The financial statements were approved and authorised for issue by the Board on 13 November 2025.

Signed on behalf of the Board of Trustees:



Shelia McGrath
Trustee

13 November 2025

The notes on pages 25 to 40 form part of these financial statements.

Company registration number: 09322109

Anawim – Birmingham's Centre for Women

Statement of Cash Flows

Year Ended 31 March 2025

	Note	2025 £	2024 £
Net cash flow from operating activities	21	(294,451)	295,411
Cash flow from investing activities			
Payments to acquire tangible fixed assets	13	(29,851)	(13,409)
Interest received	5	11,990	7,105
Dividends received	5	4,120	4,098
Net cash flow from investing activities		(13,741)	(2,206)
Net increase / (decrease) in cash and cash equivalents		(308,192)	293,205
Cash and cash equivalents at 1 April 2024		907,545	614,340
Cash and cash equivalents at 31 March 2025		<u>599,353</u>	<u>907,545</u>
 Cash and cash equivalents consists of:			
Cash at bank and in hand		599,353	907,545
Cash and cash equivalents at 31 March 2025	21A	<u>599,353</u>	<u>907,545</u>

Anawim – Birmingham’s Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

1 Summary of significant accounting policies

(a) General information and basis of preparation

Anawim – Birmingham Centre for Women is an incorporated Charity in England. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. 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 are to provide trauma informed services including holistic support and advocacy to enable women to reach their potential.

The Charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

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 £1.

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.

(b) Funds

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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the Charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the Charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the Charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the Charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the Charity's right to receive payment is established.

(d) Expenditure recognition

All 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. It is categorised under the following headings:

- Expenditure on charitable activities includes those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. This expenditure includes all expenditure directly related to the objects of the Charity.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the Charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. The cost of overall support costs of each activity is apportioned based on staff time attributable to each activity.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	20% per annum
Leasehold land and buildings	2% - 4% per annum

(g) Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably.

(h) 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.

(i) Provisions

Provisions are recognised when the Charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

(j) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

(k) Employee benefits

When employees have rendered service to the Charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

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 Company for UK corporation tax purposes.

(m) 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.

2 Income from donations and legacies

	2025 £	2024 £
Donations legacies and grants		
The Barston Association	1,000	-
Bond Wolfe Auctions	2,000	-
Edward & Dorothy Cadbury Charitable Trust	-	2,500
First Give	1,000	-
Garfield Weston	35,000	-
Grimmit Trust	-	3,000
GSK Awards	-	4,000
Ian Mactaggert Trust	5,000	5,000
JD Foundation	-	5,000
John Armitage Charitable Trust	-	40,000
Legacies	2,000	24,786
Neighbourly Foundation (Gallagher Community Fund)	-	1,000
General donations	40,928	24,343
	86,928	109,629

Income from donations and legacies was £86,928 (2024: £109,629) of which £nil (2024: £5,000) was attributable to restricted funds and £86,928 (2024: £104,629) was attributable to unrestricted funds.

Anawim – Birmingham's Centre for Women**Notes to the Financial Statements****Year Ended 31 March 2025****3 Income from charitable activities**

	2025 £	2024 £
Early Intervention/Diversion	488,854	219,570
Drop In and Central Services	380,200	187,148
Prison In-reach	237,474	198,741
Project Management	397,927	440,058
Criminal Justice Probation	247,928	249,178
Dawn House	-	231,504
Mental Health	213,125	224,474
Counselling	83,008	20,000
Hardship	1,800	-
	<u>2,050,316</u>	<u>1,770,673</u>

Income from charitable activities was £2,050,316 (2024: £1,770,673) of which all of it was attributable to restricted funds.

The English Province of Our Lady of Charity of the Good Shepherd provides a part time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2025 would be £3,500 (2024: £7,800).

The value of unpaid voluntary services provided by individuals has not been included within the Statement of Financial Activities as either income or expenditure. In the year under review that value is calculated as £94,240, representing volunteer costs of £28,422 for student and volunteer counsellors, £60,163 for Drop In, Centre and Shop volunteers and £5,655 for Champion volunteers. If this value was included the Statement of Financial Activities would be revised with both income and expenditure increasing by £94,240.

4 Income from other trading activities

	2025 £	2024 £
Social enterprise	10,836	8,276
Other	7,450	6,106
	<u>18,286</u>	<u>14,382</u>

Income from other trading activities was £18,286 (2024: £14,382), of which £nil (2024: £nil) was attributable to restricted and £18,286 (2024: £14,382) was attributable to unrestricted funds

5 Income from investments

	2025 £	2024 £
Dividends - equities	4,120	4,098
Interest - fixed interest securities	11,990	7,105
	<u>16,110</u>	<u>11,203</u>

Income from investments was £16,110 (2024: £11,203) of which £nil (2024: £nil) was attributable to restricted and £16,110 (2024: £11,203) was attributable to unrestricted funds.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

6 Analysis of expenditure on charitable activities

Charitable activities 2025	Direct costs Staff 2025 £	Direct costs Other 2025 £	Support costs 2025 £	Total 2025 £
Project Management	354,505	120,372	17,645	492,522
Central Services	317,799	50,731	15,125	383,655
Prison In reach	207,704	15,761	12,604	236,069
Criminal Justice	373,465	87,416	19,326	480,207
Probation	223,028	39,900	15,125	278,053
Mental Health	215,795	40,231	-	256,026
Counselling	31,723	58,024	4,201	93,948
Hardship	-	1,800	-	1,800
	1,724,019	414,235	84,026	2,222,280

Charitable activities 2024	Direct costs Staff 2024 £	Direct costs Other 2024 £	Support costs 2024 £	Total 2024 £
Project Management	459,204	133,496	37,264	629,964
Central Services	138,099	22,533	26,999	187,631
Prison In reach	192,504	28,183	26,645	247,332
Criminal Justice	172,625	24,638	40,916	238,179
Probation	221,292	34,691	32,210	288,193
Dawn House	215,515	14,560	4,521	234,596
Mental Health	168,624	20,255	-	188,879
Counselling	8,710	23,658	8,722	41,090
	1,576,573	302,014	177,277	2,055,864

7 Allocation of support costs

	2025 £	2024 £
Staff costs	12,587	62,669
Travel and subsistence	-	1,495
Training	2,941	3,903
General office costs	12,215	39,276
Property costs	8,552	28,985
Governance	45,696	35,461
Other	2,035	5,488
	84,026	177,277

Anawim – Birmingham’s Centre for Women
Notes to the Financial Statements
Year Ended 31 March 2025

8 Governance costs

		2025 £	2024 £
Auditor’s remuneration (including expenses and benefits in kind)	10	10,573	17,160
Legal and professional fees		35,123	18,206
Other		-	95
		45,696	35,461

9 Net income / (expenditure) for the year

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

	2025 £	2024 £
Depreciation of tangible fixed assets	50,374	48,462
Operating lease rentals	46,532	28,429
(Profit) / loss on fair value movement of investments	3,146	(4,934)

10 Auditor’s remuneration

The auditor’s remuneration amounts to an audit fee of £17,712 (2024: £17,160), of which £10,573 (2024: £17,160) was unrestricted expenditure allocated to support costs, and £7,139 (2024: £nil) was restricted charitable expenditure.

11 Trustees’ and key management personnel remuneration and expenses

No trustees received remuneration in the current year (2024: One Trustee received £451 in relation to consultancy services).

The total amount of employee benefits received by key management personnel is £619,446 (2024: £528,040). The Charity considers its key management personnel are comprised of its senior management team.

The Trustees did not have any expenses reimbursed during the year (2024 - £nil).

12 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2025 Number	2025 FTE	2024 Number	2024 FTE
Service delivery	50	41	52	40
Project management	13	11	13	11
	63	52	65	51

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

The total staff costs and employee benefits were as follows:

	2025 £	2024 £
Wages and salaries	1,520,116	1,371,351
Social security	135,656	122,316
Defined contribution pension costs	72,270	64,812
Redundancy payments	-	18,094
	<u>1,728,042</u>	<u>1,576,573</u>

Employees earning £60,000 per annum or more:

	2025	2024
£60,000 - £70,000	1	-

13 Tangible fixed assets

	Leasehold land buildings £	Fixtures and fittings £	Total £
Cost:			
At 1 April 2024	1,320,186	127,193	1,447,379
Additions	-	29,851	29,851
At 31 March 2025	<u>1,320,186</u>	<u>157,044</u>	<u>1,477,230</u>
Depreciation:			
At 1 April 2024	212,632	93,280	305,912
Charge for the year	29,889	20,485	50,374
At 31 March 2025	<u>242,521</u>	<u>113,765</u>	<u>356,286</u>
Net book value:			
At 31 March 2025	<u>1,077,665</u>	<u>43,279</u>	<u>1,120,944</u>
At 31 March 2024	<u>1,107,554</u>	<u>33,913</u>	<u>1,141,467</u>

Anawim has signed a mortgage deed in favour of The JABBS Foundation over the lease and buildings known as Dawn House. The mortgage was a condition of the grant agreement which provided the funding for the building and staffing of Dawn House. A proportion of this grant might become repayable if the accommodation service at Dawn House is not continued for a period of 10 years. The Trustees regularly review the terms of the grant and do not anticipate that any funds will fall due for repayment under the mortgage.

Anawim – Birmingham's Centre for Women
Notes to the Financial Statements
Year Ended 31 March 2025

14 Fixed asset investments

	2025 £	2024 £
Market value as 1 April	99,737	94,803
(Loss)/Gain on investments	(3,146)	4,934
Market value at 31 March	<u>96,591</u>	<u>99,737</u>

Investments at fair value comprise:

	2025 £	2024 £
Equities	93,303	94,817
Cash within investment portfolio	3,288	4,920
	<u>96,591</u>	<u>99,737</u>

The historical cost of investments at 1 April 2024 was £100,000.

15 Debtors

	2025 £	2024 £
Grant debtors	394,172	213,413
Prepayments and accrued income	114,290	211,297
Other tax and social security	28	-
	<u>508,490</u>	<u>424,710</u>

16 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	20,170	35,594
Other tax and social security	-	24,325
Other creditors	21,410	17,993
Accruals and deferred income	442,559	560,505
	<u>484,139</u>	<u>638,417</u>

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

17 Leases

Operating leases - lessee

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

	2025 £	2024 £
Not later than one year	29,664	32,736
Later than one and not later than five years	91,217	23,782
Later than five years	438,350	481,394
	<u>559,231</u>	<u>537,912</u>

18 Deferred income

	2025 £	2024 £
At 1 April 2024	537,380	20,000
Additions during the year – for release within one year	417,756	537,380
Amounts released to income	(537,380)	(20,000)
At 31 March 2025	<u>417,756</u>	<u>537,380</u>

Income represents funding income received in advance.

19 Fund reconciliation

Unrestricted funds

	1 April 2024 £	Income £	Expenditure £	Transfers £	31 March 2025 £
General funds	307,609	121,324	(127,189)	(29,618)	272,126
Designated funds					
CEO Salary Designation	87,519	-	-	-	87,519
Fixed Assets Fund	1,141,467	-	(50,374)	29,851	1,120,944
	<u>1,536,595</u>	<u>121,324</u>	<u>(177,563)</u>	<u>233</u>	<u>1,480,589</u>

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

	1 April 2023 £	Income £	Expenditure £	Transfers £	31 March 2024 £
General funds	362,032	130,214	(177,997)	(6,640)	307,609
Designated funds					
CEO Salary Designation	87,519	-	-	-	87,519
Fixed Assets Fund	1,176,520	-	(48,462)	13,409	1,141,467
	1,626,071	130,214	(226,459)	6,769	1,536,595

The designated fund was originally set up with a transfer of £200,000 which related to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd). It was to be used for the salary of the CEO and to ensure the vital work around the drop-in service, domestic abuse and sexual violence could continue in the event that no other funding can be found. The drop-in service is fully funded from other restricted grants so the remaining balance of designated funds £87,519 should be maintained to cover the CEO salary when necessary.

Fixed assets relating to Dawn House were designated in the year as these are to be used to fulfil Anawim's charitable objectives.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

Restricted funds

	1 April 2024	Income	Expenditure	Transfers	31 March 2025
	£	£	£	£	£
Albert Gubay	-	32,789	32,789	-	-
Barrow Cadbury	1,957	31,000	32,957	-	-
Birmingham City Council	30,504	9,000	24,024	-	15,480
BSWA Household Support Fund	-	1,800	1,800	-	-
Changing Lives	19,502	247,928	247,928	(708)	18,794
Community PD	15,000	-	15,000	-	-
Energy Redress Scheme	2,037	-	-	-	2,037
Fairer Futures Fund	1,569	972	2,403	-	138
Food Bank Donations	608	10,550	7,213	-	3,945
Gallagher Community Fund	254	60	175	-	139
Groundwork UK (Centre garden)	777	151	1,000	72	-
Hadley Trust	-	37,500	37,500	-	-
Hardship	22	-	-	-	22
Henry Smith	-	33,333	34,396	1,063	-
JABBS	135,420	565,620	539,437	(916)	160,687
JD Foundation from Neighbourly	5,000	-	5,000	-	-
John Lewis (Women's Christmas party)	265	-	-	-	265
MOJ	-	150,000	150,000	-	-
National Lottery	-	136,081	123,503	-	12,578
Nationwide	56,276	-	31,021	-	25,255
NHS England	95,164	420,956	456,087	-	60,033
NPS	710	4,734	4,613	-	831
Our Lady Of Charity	-	17,000	17,000	-	-
Penny Appeal	87	-	-	-	87
Public Health	1,442	10,000	6,720	-	4,722
Service Charge	210	-	-	-	210
Sheepdrove	25,432	35,000	31,320	-	29,112
Skipton Building Society - Garden Furniture	-	1,000	1,027	27	-
The Triangle Trust	-	5,000	5,229	229	-
West Midlands Police	192	259,803	239,728	-	20,267
WMPCC	2,600	-	-	-	2,600
Women In Prison (Community Connections)	3,419	40,039	40,010	-	3,448
	398,447	2,050,316	2,087,880	(233)	360,650

Anawim – Birmingham’s Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

Restricted funds (continued)

	1 April 2023	Income	Expenditure	Transfers	31 March 2024
	£	£	£	£	£
Barrow Cadbury	-	31,000	29,043	-	1,957
Big Lottery	3,293	-	3,371	78	-
Birmingham City Council	-	51,624	4,594	(16,526)	30,504
Changing Lives	19,963	249,178	249,638	(1)	19,502
Community PD	-	15,000	-	-	15,000
Crisis	4,606	-	9,541	4,935	-
Energy Redress Scheme	-	2,037	-	-	2,037
Fairer Futures Fund	-	8,748	7,179	-	1,569
Food Bank Donations	-	6,140	5,532	-	608
Gallagher Community Fund	-	1,000	746	-	254
Goldsmiths	33,424	-	16,324	(17,100)	-
Groundwork UK (Centre garden)	-	1,355	578	-	777
Hardship	22	-	-	-	22
Henry Smith	39,215	20,000	64,565	5,350	-
IAPT	-	2,530	2,530	-	-
JABBS	274,746	456,331	595,980	323	135,420
JD Foundation from Neighbourly	-	5,000	-	-	5,000
John Lewis (Women’s Christmas party)	-	1,444	1,179	-	265
MOJ	-	150,000	175,448	25,448	-
National Lottery	-	-	2,092	2,092	-
Nationwide	-	60,000	3,724	-	56,276
NHS England	46,891	398,341	350,067	(1)	95,164
NPS	-	11,329	10,619	-	710
Our Lady Of Charity	-	17,000	17,000	-	-
Penny Appeal	7,578	-	7,491	-	87
Public Health	-	20,000	18,558	-	1,442
Service Charge	-	210	-	-	210
Sewing Machine	221	-	-	(221)	-
Sheepdrove	25,189	35,000	34,757	-	25,432
West Midlands Police	-	188,395	195,123	6,920	192
WMPCC	-	2,600	-	-	2,600
Women In Prison (Community Connections)	-	41,412	37,993	-	3,419
Other restricted reserves	13,132	-	-	(13,132)	-
	468,280	1,775,674	1,843,672	(1,835)	398,447

Birmingham Solihull Mental Health Foundation Trust provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liaison and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

Restricted funds (continued)

JABBS Foundation supports Anawim with funding towards the project management team and the Head of Development role. They also provided funds for the on-site residential unit Dawn House and for the specialist roles with the service. They provide funding for the development of the Women's Risk Needs Assessment Tool (WRNA).

West Midlands Police & Crime Commissioner provide a grant for New Chance Early Intervention project with the aim to work with women to divert them away from the criminal justice system. They also provided funds to support a domestic violence specialist in our central services team and a victim's fund to support drop-in.

Changing Lives funding is for the community rehabilitation service team

Barrow Cadbury Trust Support for the Women's involvement work & CEOs role in policy and development work.

Ministry of Justice One off grant to support with funding our core costs.

Henry Smith have given funding for our multiple and complex needs work including family support and also help to fund our Drop-In service.

Birmingham City Council have given funding to help women needing support with domestic violence.

Public Health have provided funding towards our counselling service.

Fairer Futures (BVSC) funded a 12-month trauma for our women.
Our Lady of Charity contributes towards the Finance Manager role.

HMPPS - Creating Community Connections to work with women in prison

Goldsmiths allowed us to keep an underspend on the previous year's funding to contribute towards core costs.

Nationwide gave a grant to help fund our Drop In Services.

Women In Prison (Community Connections) funded a caseworker to work with women in HMP Foston prison with enrichment activities.

Sheepdrove provided an annual grant to provide a resettlement worker.

Albert Gubay provided a 3 year grant contributing towards Counselling and other support to women with multiple unmet needs.

Hadley Trust contributed towards the total Drop In caseworker budget.

National Lottery provided a 3 year grant contributing towards our Drop-In and Counselling services.

The Triangle Trust is funding a 2-year program aimed at vulnerable young women aged 18-24 who have been in the criminal justice system and have a history of offending through trauma-informed age and gender sensitive and culturally responsive interventions, leading to effective rehabilitation and reduced re-offending.

Transfers During the year there were transfers from unrestricted funds to restricted funds to cover underfunded salaries and expenditure, and transfers for fixed assets that were purchased using restricted funds.

Anawim – Birmingham's Centre for Women
Notes to the Financial Statements
Year Ended 31 March 2025

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Fixed assets	1,120,944	-	1,120,944
Investments	96,591	-	96,591
Current assets	747,165	360,650	1,107,815
Current liabilities	(484,111)	-	(484,111)
Total	1,480,589	360,650	1,841,239

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fixed assets	1,141,467	-	1,141,467
Investments	99,737	-	99,737
Current assets	933,808	398,447	1,332,255
Current liabilities	(638,417)	-	(638,417)
Total	1,536,595	398,447	1,935,042

The assets held in the restricted funds are short term deposits in recognition that they are planned to be spent in the near future.

21 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income / (expenditure) for year	(93,803)	(159,309)
Dividends received	(4,120)	(4,098)
Interest receivable	(11,990)	(7,105)
Depreciation of tangible fixed assets	50,374	48,462
(Gains) / losses on investments	3,146	(4,934)
(Increase) / decrease in debtors	(83,780)	(64,460)
Increase / (decrease) in creditors	(154,278)	486,855
Net cash flow from operating activities	(294,451)	295,411

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2025

21A Analysis of changes in net debt

	2024	Cashflows	2025
	£	£	£
Cash and cash equivalents	907,545	(308,192)	599,353
Total net debt	907,545	(308,192)	599,353

22 Pensions and other post-retirement benefits

Defined contribution pension plans

The Charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £72,270 (2024: £64,812).

The defined contribution liability is allocated to unrestricted funds.

23 Related party transactions

Anawim was previously a project of The English Province of Our Lady of Charity of the Good Shepherd Charity registration number 264140 which transferred the assets and liabilities and activities relating to the project to a new Charity, Anawim – Birmingham's Centre for Women from 1 April 2020 as detailed within note 2. This Charity provided the services of the sisters who work in the project and financial support towards the finance manager salary.

During the year Megan Heath, the daughter of a trustee, was employed by the Charity as a service manager. Her remuneration is included within the disclosure of key management personnel employee benefits in note 11.

Trustee remuneration and expenses have been disclosed in note 11.

Anawim – Birmingham’s Centre for Women
Notes to the Financial Statements
Year Ended 31 March 2025

24 Prior year Statement of Financial Activities

		2024			
		Unrestricted funds	Designated funds	Restricted funds	Total
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	2	104,629	-	5,000	109,629
Charitable activities	3	-	-	1,770,673	1,770,673
Other trading activities	4	14,382	-	-	14,382
Investments	5	11,203	-	-	11,203
Total income and endowments		130,214	-	1,775,673	1,905,887
Expenditure on:					
Raising funds	6	14,266	-	-	14,266
Charitable activities		163,731	48,462	1,843,671	2,055,864
Total expenditure	14	177,997	48,462	1,843,671	2,070,130
Net gains / (losses) on investments		4,934	-	-	4,934
Net income / (expenditure)		(42,849)	(48,462)	(67,998)	(159,309)
Transfers between funds		(11,574)	13,409	(1,835)	-
Net movement in funds	19	(54,423)	(35,053)	(69,833)	(159,309)
Reconciliation of funds:					
Total funds brought forward	19	362,032	1,264,039	468,280	2,094,351
Total funds carried forward	19	307,609	1,228,986	398,447	1,935,042

ANAWIM - BIRMINGHAM-S CENTRE FOR WOMEN LIMITED

England & Wales - Charity number 1159706

Accounts

Anawim – Birmingham's Centre for Women Limited
Annual Report and Financial Statements
Year Ended 31 March 2024

Charity registration number: 1159706
Company registration number: 09322109

Anawim – Birmingham’s Centre for Women Limited

Annual Report and Financial Statements

Year Ended 31 March 2024

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Anawim – Birmingham’s Centre for Women

Charity Reference and Administrative Details

Year Ended 31 March 2024

Charity registration number 1159706

Company registration number 09322109

Trustees
Harriet Bignell
Anne Josephine Carr
Matilda Sinead Collier – resigned 3 October 2023
Monica Ghai
David Heath
Janet Hemlin
Siobhan Hughes
Rosemary Kean
Hazel Kemshall – resigned 5 August 2024
Paula Ann Mitchell
Lynne Moran – resigned 21 July 2024
Ahmad Mortazavi
Fiona McTaggart – appointed 9 June 2023

Senior management team
Chief Operations Officer - Donna Lewis
Head of Development – Anna Mekanjuola
Head of Services - Gina Graham
Finance & Contracts Manager - Hannah Ruff (maternity cover)
Finance Manager – Amelia Tankard (maternity cover from July 2023)
Fundraising & Communications Manager - Emily Johnson
Volunteer & Counselling Manager - Hannah Johnson
HR & centre manager – Iona Clayton
Data & Systems manager – Lisa McHugh
Service managers - Katie Dixon, Ellie Ashcroft, Rachel Harris, Megan Heath, Charlotte Taylor (maternity cover from 31/07/2023)

Company secretary
Elizabeth Abderrahim – resigned 1 February 2024
Thomas Cadman – appointed 1 February 2024

Chief executive Joy Doal MBE

Registered office
228 Mary Street
Balsall Heath
Birmingham
B12 9RJ

Auditor
Dafferns LLP
Chartered Accountants
One Eastwood
Harry Weston Road
Binley Business Park
Coventry
CV3 2UB

Bankers
National Westminster Bank Plc
Kings Heath
Birmingham
B14 7LQ

Solicitor
Higgs LLP
3 Waterfront Business Park
Brierley Hill
Dudley
DY5 1LX

Investment manager
Cazenove Capital Management
12 Moorgate
London
EC2R 6DA

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

The Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2024. 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.

Mission Statement

From our Birmingham centre Anawim provide trauma informed services including holistic support and advocacy to enable women to reach their potential.

Vision statement

A world where women are safe, free. Valued and equal members of society.

Purpose statement

To provide trauma responses services including holistic support and advocacy in Birmingham to enable women to reach their potential.

Values

Anawim believes in the intrinsic value of every person and welcomes each woman – without judgement.

We are deeply committed to listening to the women and building services around their needs.

We help women to navigate the complex challenges they are facing and we do all that we can to support them for as long as they need us.

Anawim empowers women to make positive changes to turn their lives around, helping them – one step at a time – to become independent.

We want the best for the women and to make sure their basic needs are met. We won't rest until we've done all we can to keep them safe.

A WORD FROM ANAWIM'S CHAIR OF TRUSTEES

We met as a Board seven times in the year 2023/24. Our meetings have continued to be "hybrid" because for us to be inclusive some can attend in person, and others will join in via Teams. The AGM will be an in-person event. We currently have 4 committees which meet in between covering all aspects of the charity.

In March this year we approved our Budget, which is a deficit one, setting ourselves fundraising targets to ensure that our Reserves are sufficient, and operations can continue. We reviewed our reserves policy reducing the amount required to 6-12 months general running costs in line with other charities. Despite this funding scenario that implies continual concern around continuity of service, you will see that our financial statements demonstrate that Anawim is a going concern. This year we have worked hard to bring in improved forecasting and systems to better establish where gaps are and mitigate them more effectively with our fundraising efforts. Like most other charities we have a potential cliff edge in March 2025 due to the general election and the new Government not having set their spending as yet.

We have established this year, a comprehensive fundraising strategy which seeks to diversify our income streams, so we are not as reliant on specific sources. We have started building some of this diversity by opening and subsequently, moving our charity shop to Moseley and are seeking to 'sell' workshops and awareness training to corporate companies.

Within our governance responsibilities Trustees have been engaged in reviewing the risk register, gaining better understanding what strategic risks mean and how we mitigate them.

We have a standing item on our Board agenda designated to share a woman's voice of her lived experience, either in person or on video, keeping the focus always on the woman.

We are constantly aware of the need to attract Trustees and SMT members who are more diverse who better represent the demographics of the women we serve.

Trustees work in partnership with Anawim staff, and we rely on their integrity in relation to advice and guidance. Our thanks to them all for their commitment including the wealth of experience and energy provided by

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

volunteers. We also thank our Company Secretary who has taken up the role over this year, keeping us up to date with the Governance Code and all our responsibilities.

Jan Hemlin

Vice chair (standing in for Lynne Moran)

Overview of the year from CEO

An incredible 1744 individual women were supported by Anawim in some capacity between April 23 – March 24, an increase of round 600 on the year before. 884 of these were women caught in the criminal justice system. We were hugely blessed by a large grant from National Lottery Community Fund which secured our drop-in for the first time since its inception. This is very timely as demand for our drop in has increased so much.

Domestic abuse remains one of the highest areas of need with 49% of the women we support having a need around abuse, 39% specifically from an intimate partner.

This year has seen us implement our 5-year plan, reporting to the trustees' progress under each aim.

We enjoy working with a range of partners including Probation, BSMHFT, Ardenleigh, CAMEO to deliver some of our projects. We continue to work closely with Birmingham University on the Women's Risk Needs Assessment Effective Women's Centre project which is developing the evidence gained from the WRNAs. Early findings prove and inform our learning around how needs intersect and layer on each other. Our caseworkers have found the WRNA to be a valuable tool. It has allowed them to get to know the women they are working with more thoroughly and this has enabled the building of trusting working relationships early in the woman's journey at Anawim. The WRNA identifies women's needs and risks and uses these to recommend the journey of casework. With time we will be able to identify trends in reoffending in the years following the completion of a WRNA and the complimenting interventions.

We have worked alongside the OPCC, Ministry of Justice, HMCTS and Probation to pilot the Intensive Supervision court for women in Birmingham which takes a problem-solving approach. The dedicated judge sees the women regularly and our caseworkers support the women every step of the way. 56 women were referred onto this sentence by the end of March.

We attend and contribute to many forums and are active members of various infrastructure organisations including National Women's Justice Coalition and Women's Aid. These offer us insight into different perspectives, sharing best practice & resources such as JDs, policies, learning & joint positions on contentious issues such as Trans/women only spaces and training. We have expanded our national voice & profile, improving our communications with the addition of Alice Rosenthal, who has a very useful background in journalism, influencing policy and design of services.

We have made great strides in improvements to IT and systems. After much work and dedicated support from our amazing Chrissy Balagon we have attained Cyber Essentials Plus and IASME. We have also successfully migrated our finance package to Xero.

We continue as active members of the **National Women's Justice Coalition** which now has 26 women's organisations, we have been in mentoring roles with two new ones this year.

We have engaged, along with other partners including Criminal Justice Alliance, Revolving Doors, CLINKS. Unlock and others to challenge the delays and refusals of vetting for staff not only with lived experience but debts and associates in prison. This is causing huge problems for us in the Third sector as we are encouraged and desire to employ people with lived experience and this is a barrier.

We have welcomed our amazing Data & Systems and HR managers back from maternity leave, our thanks and congratulations go out to our finance manager who has decided to move on to other things after having her baby.

We have received two men onto the senior management, Tom Cadman as Company secretary and Noel Grace as Head of finance. We had a wonderful addition this year with Anna Mekanjuola as Development manager, she has taken over doing larger tenders and contracts from me. This has freed me to do more

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

outward facing promotion and networking. We have increased our Civic involvement gathering the views of the women in various forums and consultations.

We are very happy to announce that we have achieved Investors in Volunteers again this year due to Hannah Johnson's hard work.

We celebrated the 10-year anniversary of the CAMEO unit in HMP Foston.

We held a very successful International Women's Day event. Roughly 100 people attended, and many artists displayed or donated their artwork.

We were honoured to be a runner up in The King's Fund/ GSK Impact Awards receiving £4000 and training into our Senior management team.



Joy Doal
CEO

A SUMMARY OF ANAWIM'S PURPOSE AS SET OUT IN OUR GOVERNING DOCUMENTS

The objects of the Charity (the "Objects") are, for the public benefit, the promotion of social inclusion by preventing vulnerable women and members of their families from being socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society by all means that are charitable in law.

3.2 For the purposes of Article

3.1: 3.2.1 "socially excluded" means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or 6 skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender); and

3.2.2 "vulnerable women" means women who have been, or are at risk of being, physically, sexually, emotionally or psychologically abused or experienced homelessness, mental, physical health or substance misuse problems or involved in prostitution. During the year, the Board of Trustees reviewed its charitable objects and agreed that they remain entirely relevant and purposeful. The Board continually has regard to The Charity Commission's guidance on public benefit.

WHERE WE BEGAN

Anawim was founded by two pioneering nuns, Sister Magdalene Matthews and Sister Maisie Nevin, who moved into a red-light district in Balsall Heath – at the time described as 'Britain's busiest cul-de-sac'. They decided to open their home as a drop-in centre to women in the local community who were involved in prostitution and vulnerable to exploitation. The Sisters were struck by the difference it made for women to have a safe space, a warm drink and a listening ear. A place they could go without fear of judgement, to meet other women who cared deeply about their wellbeing. Motivated by unconditional love, an appreciation of the value of every woman, and a commitment to helping people to live life to the full, the sisters' mission continues to inspire us.

WHAT DO WE DO?

Anawim is an award-winning Women's Centre with 38 years' experience. We provide our services all under one roof – from counselling, courses and activities and access to basic essentials, to specialist support around the criminal justice system, mental health and violence and abuse. We know that every woman's story is

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

different and recognise the systemic factors that impact women's lives. That's why everything we do is informed by individual needs, and why we will continue to campaign for change on a local and national level.

DROP-IN

Anawim's drop-in service is a safe space for any woman to receive support with any issue she presents with, as well as providing basic essentials such as food, toiletries and clothing. Many women arrive in crisis, sometimes with all her belongings and maybe children having fled an abusive partner, other times she may just need help with filling in a form or making a phone call. As we are based in a super diverse area of the city, we have many women present whose first language is not English and can be subject to forced marriage or in situations where their domestic abuse is further impacted by cultural norms. Through Anawim's Drop-in, women can have many, if not all her needs met in one place and sometimes even in just one visit. For women who are not able to reach our centre, we provide a free and confidential helpline and live chat service which connects women directly to a support worker. For women requiring more in-depth sustained support they can usually be referred internally to a caseworker.

This year our Drop-in workers supported 507 women over 1152 visits. 18% of women presented with accommodation needs, 32% are suffering with current or historic domestic, 18% of women are experiencing financial challenges, women with financial needs, 15% disclosed mental health needs and 4% of women experiencing sexual violence.

CHILDREN AND FAMILIES

Anawim caseworkers offer support with parenting to help women keep or regain custody of children by providing advocacy at case conferences, court and alongside schools and other professionals. Addressing trauma, which is often the root cause of subsequent issues is vital to prevent the separation of children from their mothers. When this situation cannot be prevented, Anawim works with women who are coping with the loss of having children taken into care – this can include a specialist, 12-week course. For many women, experiences of coercive control can result in family breakdown; this is why Anawim works to support women to understand the signs of unhealthy relationships, as well as raising awareness in the wider community. We have one dedicated Children and Families Specialist Lead; she is also our WRNA champion. Early finding from the WRNA show parenting as the highest need so this provision is nowhere near enough. She has supported 66 women this year, positive outcomes for parenting were 15%, for family relationships 3%, access to support around children 83%, children returned 3%, improved contact with child was 17% and positive outcomes for working towards the return of children was 44%.

21 women completed the Parenting course over 30 sessions

33 women completed the Confidence course over 36 sessions

DOMESTIC ABUSE

Anawim has just one dedicated Independent Domestic Abuse Advisor, this year she directly supported 126 women. The majority of the women Anawim support have domestic abuse as a need, including recovering from historic abuse. We recognise the various types of domestic abuse including financial control, coercive control, psychological and emotional abuse, as well as physical and sexual abuse. The women we support can feel humiliation, helpless and ashamed, sometimes believing they are deserving of the abuse, fearful to leave their partners and unable to protect their children. Statistics show that women are at the highest risk at the point of, or just after leaving their abusive partners. In the case of forced marriage or domestic abuse in religious households, women are further bound by their culture, family pressure and fear of shame.

Anawim is committed to supporting women to safely escape abusive relationships, and to address the impact of this experience through parenting skills, support to regulate emotions, understand trauma and identify healthy relationships.

Our IDVA is now delivering the Domestic Abuse Toolkit in HMP Drake Hall. This has been extremely popular with 49 women receiving the course.

7 women completed the Freedom Programme over 7 sessions

Anawim – Birmingham's Centre for Women

Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

HOUSING

Anawim's Accommodation Specialist Lead has supported 20 women over the year, managing to house almost every single client. She also successfully implemented a new Housing Drop-in service. A comprehensive directory has also been developed and maintained which includes housing providers across Birmingham, which have been visited and checked by our staff for suitability, safety and security.

Additionally, the broader staff team have significantly enhanced their knowledge of housing and homeless queries under the guidance of our Accommodation Specialist Lead. This continuous learning approach ensures that staff are consistently evolving and finding solutions as needed, resulting in a cohesive and uniform dissemination of information and support throughout Anawim.

Housing is truly in crisis in Birmingham and is not showing any signs of improvement as yet, we are hoping the new Governments promises of new social housing will materialise.

DAWN HOUSE

Dawn house was our residential unit situated on the same site as the women's centre, consisting of 6 beds with en-suite rooms, with shared cooking and living area. Sadly, we paused taking women in June 2023 as financially and human resources wise, we could not sustain it. When the initial budget was drawn based on the Dawn House residential model, the income required to run the service was £442k (FY23) and £435k for FY24. The income to fund the service was a grant from the JABBS Foundation and we hoped the higher rate Housing Benefit from BCC. Once the service was up and running however, the income from the Housing Benefit was only paid out a lower rate. The income received to fund the service was actually £336k in FY23. This reduced amount of funds was not sustainable in FY24 and so the decision was taken to close the service in June 2023 after the first quarter of the financial year. This resulted in redundancies however we had experienced major difficulties in recruitment, some roles have been absorbed within other areas of the service. With the recent move to ensure all Anawim staff are paid the Real Living Wage, the situation at DH would have been exacerbated further as salary costs would have risen in line with RLW. Had the decision not been taken to close Dawn House when it was, the deficit figure of £164k for FY24 would have been far greater.

Before we closed in June 6 women resided, all 6 residents were moved on successfully before the closure.

MULTIPLE AND COMPLEX NEEDS CASEWORKER

Our Multiple and Complex Needs Worker (MCNW) serves as a versatile professional within our organisation, drawing on extensive experience to address the diverse challenges faced by our women. With a focus on mental health, over the last 12 months she has been instrumental in delivering mindfulness courses and Stop and Think sessions, as well as concentrating her efforts on clients grappling with more severe issues, including suicidal tendencies and self-harm, supporting 49 women in total.

The MCNW's impactful contributions extend beyond individual interventions. Collaborating with our Mental Health Lead, she is currently involved in developing tailored wellbeing courses, embodying our commitment to the comprehensive well-being of our client groups. Her work has also brought attention to the significant cultural dimensions intertwined with sexual violence, affecting women from diverse ethnic backgrounds. Unveiling the challenges faced by clients in differentiating their experiences as rape and overcoming fears of disbelief, she has highlighted unique obstacles encountered by individuals from countries where domestic and sexual violence are normalised. The MCNW addresses the persistent influence of family pressure and shame within Birmingham's communities, adopting an empowering approach that encourages clients to articulate their experiences of sexual violence. This empowerment, in turn, enables them to determine their next steps, which may involve referrals to organisations like RSVP or providing support during court proceedings. This year Miriam has been studying to become a practice lead for Anawim on Childhood Sexual Abuse with the Centre of expertise on child sexual abuse.

CRIMINAL JUSTICE

Anawim advocates for women impacted by the criminal justice system at every stage. From early intervention and diversion, to 'through the gate' support and on-site post-release accommodation. Both women and children are disproportionately affected by maternal imprisonment, as women are more often primary caregivers. For many women, the trauma of imprisonment and separation from children can resort in adverse coping strategies such as self-harm and substance abuse. With prisons overcrowded and still suffering the aftereffects of Covid with a shortage of officers, women found themselves locked in their cells for up to 23 hours a day. This resulted in increased incidents of self-harm and mental health distress. They have been

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denied access to rehabilitative activities and further distanced from family and children. All compounding the reasons to try whenever possible to keep women out of prison, especially when pregnant.

NEW CHANCE

New Chance is an early intervention project in partnership with the West Midlands Police and Crime Commissioner. It enables the Police to divert women who have committed low-level or first-time offences, which can attract an Out of Court Disposal, away from the criminal justice system by addressing women's criminogenic needs. Anawim has 3 caseworkers on this service. A key outcome is that women avoid receiving a criminal record, which holds them back from employment and other aspects of their lives. By supporting women in the community, the damaging and endless cycles of prison, release, recall can be broken. We received 120 referrals this year. 31% of these women achieved positive outcomes in relation to skills and engagement, such as emotional regulation, something which significantly affects women's ability to reduce reoffending and gain employment.

Furthermore, 30% of women achieved positive outcomes in relation to their mental/physical health and wellbeing, including improved understanding of triggers and developing coping skills. With regards to children, families and relationships, 13% of women achieved positive outcomes, improving parenting skills and access to their children. Additionally, 8% achieved positive outcomes relating to domestic abuse, including reporting instances of DV to the police and implementing safety plans. 8% of women were supported to achieve positive outcomes around finance including obtaining grants and successful benefit applications along with improving their own financial management skills. Through Anawim's support, 21% of women referred through New Chance felt that their self-esteem and confidence had improved.

CRIMINAL JUSTICE RECOVERY SERVICE (Formerly known as Liaison and Diversion)

Anawim has two workers supporting all women referred specifically through this Service (CJRS). It is delivered in partnership with Birmingham and Solihull Mental Health Foundation Trust, operating in court and in custody suites to screen and assess individuals, identifying any who may have mental health issues, substance misuse, homelessness and any additional learning needs or other vulnerabilities when they first enter into contact with the criminal justice system, and subsequently diverting them into holistic, gender and trauma responsive support at our women's centre, which can significantly reduce the likelihood of reoffending, by tackling the root cause of offending behaviours.

Our CJRS caseworkers meet with women in the Custody Suite and at Court during the sentencing or arrest stage, offering information and introduction to Anawim's services. Women can receive up to 12 weeks of 1-1 support through one of our specialist caseworkers, as well as additional access to courses and events at Anawim.

We recognise that women may not always be able to attend the centre for various reasons, and will conduct home visits where necessary, as well as appointments in the community. We recognise that women may not always be able to attend the centre for various reasons. Over the last 12 months, 124 women were referred to Anawim through the CJRS, 19% achieving positive outcomes around mental health, 16% around accommodation, 13% with substance misuse, 10% with finances, 6% with children and families, 12% with domestic abuse, 9% around improved confidence and self-esteem and 11% with skills and engagement.

COMMUNITY REHABILITATION WORK

Anawim delivers a community rehabilitation programme in partnership with Probation, funded through the Ministry of Justice, and alongside partners from the Regional Women's Justice Partnership, under Changing Lives as the contract holder.

As part of our community rehabilitation service, women receive a tailored support package which may include one-to-one and group sessions and involve various pathways based on women's individual needs, including;

- **Emotional Wellbeing** – women may be referred to the Regulating Emotions and Dealing with Distress course (REDD) to develop coping strategies, learn to regulate emotions and identify triggers. This is followed by a more in-depth trauma course.
- **Employment, Training and Education** – we help women to apply for jobs, write a CV and to take up education or training opportunities.
- **Finance, Debts and Benefits** – women can learn to manage their money, apply for benefits and be supported in paying off debt.

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- **Accommodation** – supporting women to find suitable accommodation and maintain tenancies.
- **Family and Significant others** – we run courses to help with parenting, as well as guidance around the care system and dealing with difficult circumstances.
- **Dependency and Recovery** – we support abstinence and provide relapse prevention.
- **Lifestyle and Associates** – we support women who have a decreased reliance on negative peer relationships or networks, such as organised crime groups or extremism groups. Women are encouraged to engage in their community and make a positive contribution. Women sustain engagement in pro-social leisure interests and purposeful activities.

This year 264 women were supported to complete their sentences by our team of 8 caseworkers, 32 were supported in custody, half as many as last year, 39 on licence after release from prison and resettled into the community, yet this figure is much higher. The majority are aged between 26 & 45 years of age 62%, 71% describe themselves as white, 25% reported self-harm 13% self-neglect and 26% reported using substances. Only 35% were deemed to be a physical risk to others showing that women are much more likely to be a risk to themselves. Yet violence was the highest offence mainly common assault of an emergency worker at 10%, acquisitive crime was 2nd highest at 9% driving offences were the next highest. The cost-of-living crisis has disproportionately affected women, 58% of the women supported were unemployed or on zero-hour contracts working under 16 hours a week. Only 8 were in full time employment.

Of the women referred to the Probation team a huge 31% of those women had served previous custodial sentences and 19% had been on remand. 36 % had no previous custody. The team are passionate about supporting women holistically to reduce those figures and deter women from reoffending by addressing the issues that have led them to commit crime.

PRISON WORK

This year we have supported 144 women either in prison or through the gate back into the community, through our prison in-reach or Community Rehabilitation Service (CRS). We have had 2 prison resettlement workers, 2 Community Rehabilitation Service workers, and one prison liaison who works across both.

In the country, 58% of women leaving custody reoffend within a year, the number is even higher for women serving a sentence of less than a year, which is about 17% of the prison population, with 73% reoffending. However, with Anawim's continued support, only 1% reoffended, although some were recalled to custody for non-compliance with appointments. This couldn't have been achieved without the high-quality support offered here by our dedicated staff at Anawim.

This year, much support has been offered to the women who have walked through the gates of the prison. This includes immediate help with housing, helping women with substance abuse, family support and access to a free counselling program.

Women have said that the extensive list of courses and high-quality support meets their needs, and so have not needed to go elsewhere as it is truly holistic. Also, the courses on offer have been rating excellent consistently – a testament to effort and care that goes into providing the best courses for women by the staff.

One of the main reasons that women enter the criminal justice system is the lack of mental health support in the community. This can lead to drug/alcohol problems and short prison sentences that start an endless cycle of reoffending. Anawim combats this by offering mental health support for women leaving prison and helping them to regain their independence with accommodation and increased contact with their children.

COMMUNITY CONNECTIONS

Creating Community Connections is a partnership of women's centres - Women in Prison, Anawim, Together Women and Nelson Trust. The project aims to strengthen partnerships between a national network of women's centres connecting women in prisons with vital specialist community support services including those provided by Birth Companions, Clean Break, Hibiscus, Muslim Women in Prison and Working Chance.

This will include providing access to the trauma-responsive support that women's centres provide to reduce reoffending and overall harm, increase women's sense of safety and help them rebuild their lives. Anawim has a link worker in HMP Foston Hall and trained 18 champions and supported 72 women over the last year.

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SUBSTANCE MISUSE

we only had a specialist worker in this post until 6th September 2023. For the rest of the period, we struggled to recruit, but before she left, she helped to train up the other caseworkers in this area and had made some good links with the commissioned services in the city. We had 186 women with a need related to substance misuse in the year.

COUNSELLING

Counselling is offered for every woman, free of charge, at our women's centre, as part of our wraparound service. Limited access to travel and struggling to keep track of appointments can be a barrier for many women trying to access support, which is why we believe our one-stop approach is so important. Providing counselling in-house means a woman can receive support in an environment she is already familiar with and reduces the number of places she must travel to. Anawim's counselling team is made up of the Volunteering and Counselling Manager, the Counselling Coordinator and a team of qualified volunteer counsellors and trainee counsellors on placement, providing support in-person or over the phone to suit the needs of the individual. Recent injection of funding from Lottery and an extension of PHE funding has enabled us to keep our qualified counsellors who are experienced in domestic abuse and sexual violence specifically; giving another route and option for our counselling referrals and enabling us to make our way through our waiting list and support more women. 124 referrals were made for counselling within this year.

TRAUMA WORK

Anawim delivers a varied timetable of courses which includes; Stop and Think, exploring interpersonal problem-solving; The Freedom Programme, helping women who have experienced domestic abuse to identify types of abuse and the impact, and our popular confidence course assists women towards empowerment and assertiveness; A Mindfulness Drop In aimed at helping to develop skills to pay attention to and manage emotions, thoughts, behaviours and learn distraction techniques. Supporting women to build social skills which helps to slow down racing thoughts and really notice what is being done to manage anxiety. The activities include mindful colouring, painting, activity jars, visualisation boards, goal setting and sensory bottles.

Regulating Emotions & Dealing with Distress (REDD), is also popular and had been developed into workbooks and translated into 9 languages on our website. These can be used to work with our women individually and in a group setting, this course is a prerequisite for referral to Understanding Complex Trauma which in partnership with Phoenix Psychology - an independent psychology practice based in the Midlands, we deliver over a 12-week period. The course is based on the model of Compassion Focussed therapy.

Compassion Focused Therapy (CFT) was developed to work with people with complex and chronic mental health problems and designed to work transdiagnostically with a focus on integrating psychology, neurobiology and evolution research. CFT addresses the shame and self-criticism which is often connected to Complex PTSD (Gilbert and Proctor, 2006). CFT emphasizes the importance of relationship and connection and therefore has been evidenced to be an effective model to utilize within group settings.

Anawim continues with a timetable of weekly activities that women can attend without referral and without having previously visited the centre. These include Wellbeing Wednesday in partnership with Ardenleigh, to encourage the women to attend the centre and get involved with our courses, the weekly activities are suggested by the women; Self Care Skills encourages independent living; Creative Tuesday and Wednesday and Sewing are arts and crafts workshops to encourage social inclusion and allow the women to get to know our centre in an informal and supportive way.

22 women completed the Understanding Complex trauma course

103 women completed the Regulating Emotions & Dealing with Distress course

52 women completed Stop & Think over 28 sessions.

ARDENLEIGH

Ardenleigh is a medium secure forensic psychiatric hospital in Birmingham, supporting women experiencing complex long-term mental health issues and those with experience of the criminal justice system. Anawim has a team based within Ardenleigh, including two Mental Health caseworkers, three Peer Support Workers and six Enhancement Workers. The team have worked with 49 women during this financial period.

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The Anawim team are innovative and strive to find meaningful ways to develop therapeutic rapport according to the service user's needs, providing recovery focused support and interventions. Our Enhancement Workers deliver a co-designed programme of purposeful activities across the service such as arts, crafts etc. alongside ward staff and activity workers. Most of their activities take place during the evenings and weekends, when there is an increased risk of self-harm and suicidal ideation. Our Peer Support Workers have lived experience, making their support understanding, trauma-sensitive and judgement-free. Peer support enables women to use their voice, to be heard and understood. Our Mental Health Caseworkers provide assistance and support relating to the care plans, using an individually tailored approach. This includes helping to create social networks, relationships, and planning for discharge.

The team provide access to community links and resources to support in achieving future goals, such as voluntary working within Anawim. This is extremely beneficial and has led to service users securing external employment, education, and training opportunities, as well as paid roles within Anawim. Our overall aim is to empower the women and improve their sense of hope, motivation, community engagement and self-management, to ensure a positive transition into the community.

CAMEO & ACCESS

The Offender Personality Disorder (OPD) programme is an initiative that aims to provide a pathway of psychologically informed services for a complex and challenging offender group. The CAMEO and ACCESS services within HMP Foston Hall are two of the services available, within the female prison estate, that work with women diagnosed personality disorders, presenting with disruptive behaviour and those that are typically hard to engage.

Anawim continues to partner with these services, offering three Enrichment Workers within CAMEO and a further Enrichment Worker within ACCESS. Our Enrichment workers offer therapeutic activities during the days, evenings and at weekends, when women are most vulnerable. This provision aims to encourage motivation and engagement, as well as, significantly reducing incidents of self-harm within the prison. The Enrichment Teams have awareness and understanding of how mental health contributes to offending behaviour and the importance of supporting women with their challenges while in prison.

VOLUNTEERS

Anawim is grateful to have a dedicated and passionate team of volunteers who provide vital support across the organisation. We currently have 15 volunteers contributing 58 hours each week towards our work. The monetary value of this contribution equates to £30,160 per year, based on an average of equating £10 per hour for each of the volunteer's time. However, we have a qualified psychologist, counsellors, and tutors that would cost more per hour, so volunteers save us more than this when looking at specific roles and monetary value of each volunteer individually.

We were awarded the Investing in Volunteers Award in 2019 and again 2024 and continue to support volunteers to this standard; offering training, shadowing opportunities, clinical and managerial supervision, and opportunities to try new roles and move around the organisation so that volunteers can get the most from the experience. We encourage women who are receiving support from Anawim to apply to become Champions of Anawim, who can give back and learn vital skills through volunteering with Anawim whilst still receiving support. Since opening the shop, we are able to offer roles to the Champions for them to learn vital skills for employment; and the volunteers also support the Champions with the next steps in their journey.

We encourage volunteers to apply for paid roles within Anawim as part our recruitment model and have several staff who were volunteers. Within this financial year we have had two volunteers become staff members. Anawim provides an extended range of volunteer opportunities and responsibilities, such as Drop-in Volunteer, Volunteer Tutors, centre volunteers and volunteer counsellors. We have also been concentrating on building a team of volunteers in our Moseley shop. All these roles are client facing and provide training and experience for volunteers seeking employment in this field, or who just want to give back. Volunteers are included in our events and training and are made to feel part of the team. We have now put the volunteers onto People HR so they have access to their documents and supervisions, and we can record hours. Volunteers are also on our training portal, Bobs business, so they have training opportunities like staff. Volunteers are a huge part of the yellow pillar on our Strategy, and more staff such as the coordinators have been taking on some responsibility for volunteer supervision and having more input into the volunteers' journey; giving staff more experience in supporting volunteers and making volunteers experiences more well-rounded.

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PARTNERSHIPS

We really value all the many partnerships we have built over the years; we couldn't do as much as we do without you. This last year, the backing we have had from the Office of the Police and Crime Commissioner, HMPPS Women's Directorate and the Probation service has been invaluable.

Our partnerships with NHS England enable the Ardenliegh Blended Service, CAMEO within HMP Foston Hall, ACCESS and Criminal Justice Recovery Service (formerly liaison & diversion) to continue and flourish. None would be possible without the support of Birmingham and Solihull Mental Health Foundation trust.

We deliver the Community Rehabilitation Service and New Chance with the Regional Women's Justice Partnership, which enables us to cover the whole West Midlands region.

Other agencies and individuals support us regularly by delivering courses and activities for the women including Sarah Vogel who delivers her Confidence course, National Literacy trust who have been bringing a guest author each month and undertaking creative writing, Phoenix psychology who deliver the trauma courses and provide our staff with the vital clinical supervision and counselling they require to cope with hearing the stories they do.

Birmingham University remains a committed partner with us on the WRNA project. Jericho provided us with the shop in Balsall Heath before we moved to Moseley and have worked with us joint courses and training.

Anawim staff regularly attend a range of forums including

- Women & Girls in the CJS
- Mentally Healthy City
- Regional Sex Worker forum
- reducing re-offending
- Regional Offender Forum
- Regional Volunteers coordinators
- safeguarding roundtable
- Money advice

We take part in consultations and meetings discussing strategy including contributing to the Violence Against Women & Girls strategy and Creating a Mentally Healthy City.

THANK YOU

Anawim would like to thank the following funding bodies for their continued financial support:

Barrow Cadbury Trust - Funding for Women's Development Initiative, CEO engagement and communications in the women's and wider criminal justice sector

Ministry of Justice - Support for Core running costs

The JABBS Foundation – Anawim's onsite residential unit Dawn House, development of the Women's Risk Needs Assessment Tool, Prison In-reach, Project Management, development and therapeutic courses

Our Lady of Charity - Core costs (contribution towards Finance Manager)

HMPPS - Creating Community Connections

The Henry Smith Charity - Multiple and Complex Needs and Drop In services

West Midlands Police and Crime Commission - New Chance, IDVA Support and Intensive Supervision Court, Victim's Fund (Drop-In)

NHS England - CAMEO Unit, Criminal Justice Recovery and Blended Services at Ardenleigh Mental Health Services (CAMHS) and

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The Goldsmiths Company Charity - Prison in-reach

The Grimmitt Trust – Core funding

The Sheepdrove Trust - Prison in-reach

National Probation Service - Access project: Foston and Community PD at Cowley

Changing Lives - Community Rehabilitation Service

Birmingham City Council – Drop-in services

BVCS Fairer Futures Fund – 12-month Trauma course

Public Health - Mental Health Services

Nationwide Community Foundation – Drop-in services

The GSK Impact Awards – Core Funding

The John Armitage Charitable Trust - Core Funding

John Lewis Partnership – funding our Christmas Party for our women and advising with the new shop in Moseley

Groundwork UK – funds towards creating an outdoor garden for our centre

John Laing Foundation – funding to support our International Women’s Day Art event

Additional thanks go out to the many people who donate clothes, toys, food and household goods regularly, including WeCan who collect aluminium cans to raise money to buy food for the food bank.

And those who support Anawim through their services, including:

- Christine Balogun
- Joanne Corkery
- IBIT Solutions
- Charisma Design & Print Ltd
- Gowling WLG
- Solihull Soroptimists
- Edgbaston Foundation @ Edgbaston Cricket Ground
- National Women’s Justice Coalition
- Northbridge Digital Ltd
- The Clock Pub Balsall Heath
- The Jungle Club, Moseley
- Tata Technologies –Leamington Spa
- Nationwide – Birmingham City Centre
- Ark Tindall Primary Academy
- Phoenix Psychological Services Ltd
- Karen Butler
- Olton Friary R C Church
- University of Birmingham
- Students at Birmingham City University
- Liv’s Solihull
- Bournville School
- Enki King’s Heath
- The Joseph Hopkins and Henry James Sayer Charity
- Change Kitchen
- Devereux Data (doors, CCTV phones)

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- ARC Alarms 15
- FirstcomEurope
- GW Electrical
- Jericho Foundation
- Morrisons
- Hare of the Dog Comedy
- Deb Day Sewing Room
- Seventh Circle – Artworks & Aesthetics Ltd.
- Cadent Gas
- PHB Ethical Beauty
- All Saints Church
- Angelina Adamo – Tutto Aposto
- Deb Day Sewing Room
- Catholic Church St Augustine England
- Roger Griffiths
- Growing Nai
- Birmingham MIND
- Birmingham Women's Hospital
- The Heath Bookshop
- B&Q Solihull
- John Lewis Solihull
- The Highbury Trust
- Fruit & Nut Village
- Grand Union
- Sorrento Lounge
- Julia Frost tattooist
- The Old Printworks
- Rachel Noble

Financial Review

Summary

The accounts cover all activities controlled by the charity.

During the year to 31 March 2024, Anawim received income of £1,905,887 (2023: £2,167,114) and incurred total expenditure of £2,070,130 (2023: £2,179,344). The charity saw a decrease in its total funds of £159,309 in the year. The high level of income reflects Anawim's respected status as a reliable service partner by national and local government departments and by charitable foundations who trust Anawim to deliver services and change programmes for women. The slight decrease in income compared to the prior year can be attributed to the cessation of the residential service offered at Dawn House. In June 2023, the Trustees and senior management team took the difficult decision to close the unit. The original model based on a combination of funding the service through a charitable foundation and local authority housing benefit, was not enough to support a sustainable service. The closure of Dawn House residential also impacted on the level of expenditure which was reduced compared to the previous year. This helped to mitigate the overall loss in funds across the year.

At 31 March 2024 the charity held cash and bank deposits of £907,545 (2023: £614,340) and investments of £99,737 (2023: £94,803). The increase in the value of investments although modest at £4,934 this year, is an improvement on the loss incurred in the prior year of £10,943.

The charity's reserves and cash positions are satisfactory and the Board of Trustees believe that it is appropriate to adopt the Going Concern Basis in the preparation of these financial statements.

Reserves Policy

At the year-end 31 March 2024, the charity had unrestricted general reserves of £307,609 (2023: £362,032). This is compliant with the reserves policy (6 – 12 months) but represents a small proportion of Anawim's total cost base.

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However, the charity also held unrestricted funds which are designated for specific purposes:

1. £87,519 (2023: £87,519) which was designated by trustees to ensure funding for the CEO position is sustained. There was no movement in the designated funds this year as the CEO salary was fully funded by restricted funds. This designated fund will remain in place should the position of funding the CEO salary change.
2. £1,141,467 (2023: £1,176,520) known as the Fixed Assets Fund represents the main operating premises in Balsall Heath, fixtures and fittings which are central to the operation of the charity and so these are not funds that can be readily realised or used for other purposes.

Including all of the above, and restricted funds of £398,447, the charity’s total reserves stood at £1,935,042 (2023: £2,094,351).

The Board has maintained its policy to maintain unrestricted funds not committed or invested in fixed assets i.e. ‘free reserves’, at a level of between six and twelve months of unrestricted expenditure. In the light of activities and funding, this should provide sufficient funds to continue the current activities of the charity, provide for core posts and give sufficient time to consider and replace existing funding sources should there be a significant change in present funding arrangements. As at 31 March 2024 the reserves policy was complied with and free reserves equated to approximately 12 months unrestricted expenditure.

With the uncertainties in the economy, the trustees continue to note the importance of maintaining adequate reserves to maintain and adapt services in response to rapidly changing circumstances.

The charity will continue to strive towards operating within its available funding during the next financial year. The Board is acutely aware that most of the charity’s activities are driven by restricted funding and hence, costs must be managed accordingly. Any core costs not covered by restricted funds still need to be met to keep the charity in operation, so raising sufficient unrestricted funds in future to comply with the reserves policy is crucial.

The reserves policy will continue to be reviewed annually.

Investment Policy

There are no restrictions on Anawim’s power to invest.

Following a donation from The Fairlight Trust in 2017, the Board of Trustees invested funds of £200,000 in a portfolio of assets with the aim of giving increased certainty to the future of Anawim. In the year to 31 March 2023, £100,000 of capital was released from the investment portfolio and with net investment losses of £12,783, the value of the investments decreased to £94,803. In the year to 31 March 2024 however, the portfolio value increased to the value of £99,737. A modest growth of £4,934. Income of £4,098 was generated from the portfolio and utilised in funding the core running costs of the charity.

The trustees reviewed the approach to investments in December 2020 and adopted a revised investment policy statement. The key elements of the investment policy are as follows:

1. Expert Advice.

The Trustees can delegate management of any investments to a Financial Expert, defined in the charity’s Articles of Association as an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000.

2. Risk

The Trustees acknowledge that to achieve acceptable and sustainable long term returns some degree of risk is necessary. The main risk is to the long-term sustainability of the investments is inflation and the assets should be invested to mitigate this risk over the long term. The Trustees accept that the investments are likely to be concentrated in real assets such as equities and property and the short-term value of these assets can fluctuate. To mitigate these fluctuations the Trustees wish to diversify their portfolio.

3. Liquidity

Investments must have appropriate liquidity with 80% realisable within one month.

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4. Currency

The majority of the investments should be held in sterling denominated instruments.

5. Responsible Investment:

The Charity wishes to adopt a responsible investment approach seeking sustainable long-term returns, using exclusions, integration, and social and governance considerations across all asset classes and engagement throughout ownership. In line with its ethos and values, investments should be chosen to make a positive impact on people and the planet.

The designated investment firm must be able to demonstrate a rigorous ethical, social and governance policy in its approach to investments.

Following this review, the charity’s investment portfolio was moved from a bespoke managed portfolio to the Cazenove Responsible Multi Asset Fund.

It is the Trustees’ view that there are not sufficient surplus funds at the present time to increase this investment. Any other surplus funds are deemed short term and, therefore, these monies are invested in readily accessible bank deposit accounts.

Plans for the Future

Anawim continues to operate in a turbulent socio-economic context amid the uncertainty that the recent change in Government might bring to gender policy decisions and funding. The financial difficulties faced by Birmingham City Council (bankruptcy) will undoubtedly put additional pressures on the city’s statutory service provision, further compounding the needs of vulnerable women in the community and increase the demand for Anawim’s key services. The recent decisions regarding early release from Prisons to ease over-crowding will also impact on the need for Anawim’s services. With a robust and ambitious 5-year organisational strategy in place, and the right people to ensure its delivery, the Trustees feel confident that Anawim is in a strong position to pivot and adapt in order to continue to provide an impactful service for women in the city. Following investment in Anawim’s fundraising and development capacity, Anawim is set to develop and implement an ambitious fundraising and communications strategy in order to diversify the funding base and journey towards financial sustainability. Our new Pre-loved Moseley boutique, which opened in April 2024, is one such enterprise. The shop not only gives our women the opportunity to develop valuable life skills but also raises the profile of Anawim in our local community to help build new partnerships and opportunities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Anawim-Birmingham’s Centre for Women is a charitable company limited by guarantee and set up by a Memorandum of Association Dated 20 November 2014.

During 2022/23 Trustees resolved to change the name of the charity from “Anawim – Women Working Together” to “Anawim – Birmingham’s Centre for Women” with the change subsequently formally registered with Companies House and the Charity Commission.

The charity’s two Foundation Partners (The English Province of Our Lady of Charity of the Good Shepherd and Father Hudson’s Care) each has the right to nominate three trustees to the Board of Trustees (the Board) and the Board has no role in the selection or nomination of these trustees. Anawim’s Board does have the right to appoint an additional eight trustees and the right to co-opt a further two trustees. These appointed trustees are recruited by external advertisement. The Board recognises the need to diversify the age and ethnicity of members and to encourage service user involvement and this forms part of the continuing work on governance.

The Board recognises the need for new trustees to receive adequate training on their role and responsibilities and to be familiar with the charity’s activities, ethos and values and has established a formal induction process to ensure that, from the outset, trustees are equipped with the information to help them to be effective in their role. The Board also recognises that all trustees should receive training and support and during 2022/23 a Governance Workshop was held during which trustees were able to develop their understanding of assurance and the role they have in ensuring there is effective oversight of Anawim’s strategic objectives.

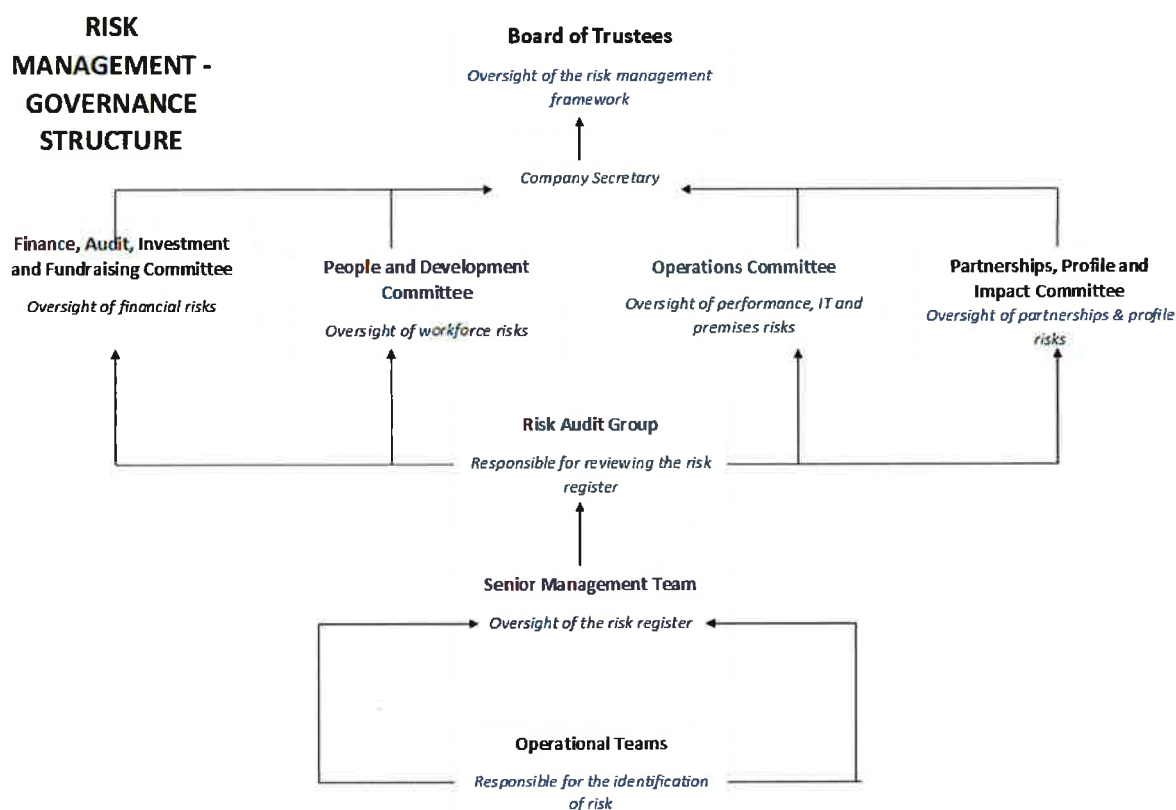
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Risk Management

During the year Trustees have further enhanced the approach to risk management by establishing a risk management governance structure as described below:



To support this structure Trustees also approved a risk management process that sets out how new and established risks are managed and how those risks are audited and then reported to Trustees.

These new developments have provided Trustees with greater assurance that the major strategic, business, and operational risks faced by Anawim are being effectively managed.

Strategic Risk

Having approved a Five-Year Strategic Plan in October 2021, Trustees, during 2022/23, identified and approved the following five strategic risks and agreed their risk appetite in relation to each:

- There is a risk that Anawim does not have enough of the right people, in the right place, at the right time and that this will result in an inability to deliver services and fulfil contractual obligations.
- There is a risk that Anawim’s key partnerships are not maintained and that this will restrict Anawim’s ability to maintain levels of operational services.
- There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.
- There is a risk that Anawim fails effectively manage expenditure and resources and that this could create instability and call into question Anawim’s sustainability.

Anawim – Birmingham’s Centre for Women

Trustees’ Annual Report Including Directors Report

Year Ended 31 March 2024

- There is a risk that the external environment becomes hostile to a degree that Anawim’s strategic objectives are compromised to ensure that major strategic, business and operational risks are managed effectively.

Trustees have reviewed these strategic risks and the risk appetite in relation to them during 2023/24 to ensure that they are appropriately mitigated and that Anawim is responsive to changing circumstances. This work is an on-going process and is now embedded in the core of the decision-making process.

Safeguarding

Anawim has an established Safeguarding Policy which Trustees review on an annual basis, approving any changes that are deemed necessary. In this way Trustees are assured that Anawim’s policy and practice reflects current legislative requirements and that it mirrors relevant guidance. Under the terms of the Safeguarding Policy, an annual training programme for staff and volunteers has been established and a Designated Safeguarding Lead is in place. The Designated Safeguarding Lead reports to the Chief Operating Officer and provides regular safeguarding reports to Trustees through attendance at the Operations Committee, a designated sub-committee of the Board of Trustees.

Reputation

Recognising that the risk to reputation that Anawim might be exposed to, Trustees identified the following risk as one of the five strategic risks faced by Anawim:

There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.

Trustees will review this risk, along with the other strategic risks, during 2024/25 to ensure that it can be responsive to changes in the external environment.

Organisational Structure

The Trustees (listed on page 1) are responsible for the general control and management of Anawim. They receive no remuneration or other financial benefit for this role, with the exception of one trustee, disclosed in note 5.

Trustees approved a committee structure and a scheme of delegation during 2020/22 and during 2022/23 the following four committees operated according to their individual terms of reference and reported to the Board of Trustees using an assurance reporting framework.

1. Operations Committee
2. People and Development Committee
3. Partnerships, Profile and Impact Committee
4. Finance, Audit, Investment and Fundraising Committee

Under the scheme of delegation, the Board of Trustees has retained some key responsibilities for itself, but establishing a committee structure has allowed the Board’s focus to be on strategy and oversight.

The day-to-day running of Anawim is delegated to the Chief Executive Officer and Senior Management Team (listed on page 1) as well as a team of paid and unpaid staff and volunteers. The pay of the Chief Executive Officer, senior managers and all staff is reviewed annually and is normally increased to reflect a cost-of-living adjustment and the nature of the role and responsibilities. In view of the nature of the charity the Trustees benchmark against pay levels in other charities.

STATEMENT OF THE BOARD OF TRUSTEES’ RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

The Trustees, who are also directors of Anawim – Birmingham’s Centre for Women for the purpose of company law, are responsible for preparing the Trustees’ Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements

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Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

which give a true and fair view, the Trustees should follow best practice and: select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis. The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions. Each of the directors, who held office at the date of approval of this Trustees' Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information.

Connected charities

The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

The English Province of Our Lady of Charity of the Good Shepherd CIO Brentano Solar House 915 High Road London N12 8QJ Charity registration number – 1163502

Father Hudson's Care Coventry Road Coleshill Birmingham B46 3ED

Disclosure of information to the auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors.

On behalf of the board

Janet Hemlin
Trustee



19 September 2024

Anawim – Birmingham’s Centre for Women

Independent Auditor’s Report to the Trustees and Members of Anawim – Birmingham’s Centre for Women

Year Ended 31 March 2024

Opinion

We have audited the financial statements of Anawim- Birmingham’s Centre for Women (the ‘charitable company’) for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, 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 charitable company’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 Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 charitable company’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. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees’ report, which includes the directors’ report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Anawim – Birmingham’s Centre for Women

Independent Auditor’s Report to the Trustees and Members of Anawim – Birmingham’s Centre for Women

Year Ended 31 March 2024

- the directors’ report included within the trustees’ report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors’ report included within the trustees’ report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies’ regime and take advantage of the small companies’ exemption in preparing the directors’ report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees’ responsibilities statement set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company’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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management, and those charged with governance around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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.

Anawim – Birmingham's Centre for Women

Independent Auditor's Report to the Trustees and Members of Anawim – Birmingham's Centre for Women

Year Ended 31 March 2024

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:



Lucy Hatton FCCA (Senior Statutory Auditor)
For and on behalf of Dafferns LLP
Chartered Accountants
Statutory Auditor
One Eastwood
Harry Weston Road
Binley Business Park
Coventry
CV3 2UB

15 November 2024

Anawim – Birmingham's Centre for Women

Statement of Financial Activities (Including Income and Expenditure Account)

Year Ended 31 March 2024

		2024				2023
	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total £	Total £
Income and endowments from:						
Donations and legacies	2	104,629	-	5,000	109,629	173,572
Charitable activities	3	-	-	1,770,673	1,770,673	1,980,743
Other trading activities	4	14,382	-	-	14,382	1,858
Investments	5	11,203	-	-	11,203	10,941
Total income and endowments		130,214	-	1,775,673	1,905,887	2,167,114
Expenditure on:						
Raising funds		14,266	-	-	14,266	-
Charitable activities	6	163,731	48,462	1,843,671	2,055,864	2,179,344
Total expenditure		177,997	48,462	1,843,671	2,070,130	2,179,344
Net gains / (losses) on investments	14	4,934	-	-	4,934	(12,783)
Net income / (expenditure)		(42,849)	(48,462)	(67,998)	(159,309)	(25,013)
Transfers between funds		(11,574)	13,409	(1,835)	-	-
Net movement in funds	19	(54,423)	(35,053)	(69,833)	(159,309)	(25,013)
Reconciliation of funds:						
Total funds brought forward	19	362,032	1,264,039	468,280	2,094,351	2,119,364
Total funds carried forward	19	307,609	1,228,986	398,447	1,935,042	2,094,351

All income and expenditure derive from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised during the year.

Anawim – Birmingham's Centre for Women

Balance Sheet

Year Ended 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	1,141,467	1,176,520
Investments	14	99,737	94,803
		<u>1,241,204</u>	<u>1,271,323</u>
Current assets			
Debtors	15	424,710	360,250
Cash at bank and in hand		907,545	614,340
		<u>1,332,255</u>	<u>974,590</u>
Creditors: amounts falling due within one year	16	(638,417)	(151,562)
Net current assets		<u>693,838</u>	<u>823,028</u>
Net assets		<u>1,935,042</u>	<u>2,094,351</u>
Charity Funds			
Unrestricted funds			
General unrestricted	19	307,609	362,032
Designated unrestricted	19	1,228,986	1,264,039
Restricted funds	19	398,447	468,280
Total charity funds	19	<u>1,935,042</u>	<u>2,094,351</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

The financial statements were approved and authorised for issue by the Board on 19 September 2024.

Signed on behalf of the Board of Trustees



Janet Hemlin
Trustee

19 September 2024

The notes on pages 25 to 39 form part of these financial statements.

Company registration number: 09322109

Anawim – Birmingham’s Centre for Women

Statement of Cash Flows

Year Ended 31 March 2024

	Note	2024 £	2023 £
Net cash flow from operating activities	21	295,411	(144,268)
Cash flow from investing activities			
Payments to acquire tangible fixed assets	13	(13,409)	(6,616)
Receipts from sales of investments		-	98,160
Interest received	5	7,105	3,037
Dividends received	5	4,098	7,904
Net cash flow from investing activities		(2,206)	102,485
Net increase / (decrease) in cash and cash equivalents		293,205	(41,783)
Cash and cash equivalents at 1 April 2023		614,340	656,123
Cash and cash equivalents at 31 March 2024		907,545	614,340
Cash and cash equivalents consists of:			
Cash at bank and in hand		907,545	614,340
Cash and cash equivalents at 31 March 2024	21A	907,545	614,340

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

1 Summary of significant accounting policies

(a) General information and basis of preparation

Anawim – Birmingham Centre for Women is an incorporated charity in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. 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 are to provide trauma informed services including holistic support and advocacy to enable women to reach their potential.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

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 £1.

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.

(b) Funds

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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

(d) Expenditure recognition

All 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. It is categorised under the following headings:

- Expenditure on charitable activities includes those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. This expenditure includes all expenditure directly related to the objects of the charity.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. The cost of overall support costs of each activity is apportioned based on staff time attributable to each activity.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures, fittings and computer equipment	20% per annum
Motor Vehicles	20% per annum
Property	2% - 4% per annum

(g) Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably.

(h) 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.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

(i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(j) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

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 company for UK corporation tax purposes.

(m) 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.

2 Income from donations and legacies

	2024 £	2023 £
Donations legacies and grants		
Coutts Foundation	-	3,000
Edward & Dorothy Cadbury Charitable Trust	2,500	-
Eveson Charitable Trust	-	30,000
Garfield Weston	-	50,000
Grimmit Trust	3,000	-
GSK Awards	4,000	-
Ian Mactaggert Trust	5,000	-
JD Foundation	5,000	-
John Armitage Charitable Trust	40,000	40,000
Neighbourly Foundation (Gallagher Community Fund)	1,000	-
Susan Scott legacy	24,786	18,358
General donations	24,343	32,214
	109,629	173,572

Income from donations and legacies was £109,629 (2023: £173,572) of which £5,000 (2023: £nil) was attributable to restricted fund and £104,629 (2023: £173,572) was attributable to unrestricted.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

3 Income from charitable activities

	2024 £	2023 £
Early Intervention/Diversion	219,570	199,843
Drop In	187,148	215,693
Prison In-reach	198,741	302,777
Project Management	440,058	450,301
Criminal Justice Probation	249,178	180,719
Dawn House	231,504	374,316
Mental Health	224,474	213,251
Counselling	20,000	43,395
Hardship	-	448
	<u>1,770,673</u>	<u>1,980,743</u>

Income from charitable activities was £1,770,673 (2023: £1,980,743) of which all of it was attributable to restricted funds.

The English Province of Our Lady of Charity of the Good Shepherd provides a part time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2024 would be £7,800 (2023: £12,360).

The value of unpaid voluntary services provided by individuals has not been included within the Statement of Financial Activities as either income or expenditure. In the year under review that value is calculated as £81,790, representing volunteer costs of £48,000 for student and volunteer counsellors, £28,400 for Drop In, Enrichment and Shop volunteers and £5,390 for Champion volunteers. If this value was included the Statement of Financial Activities would be revised with both income and expenditure increasing by £81,790.

4 Income from other trading activities

	2024 £	2023 £
Social enterprise	8,276	-
Other	6,106	1,858
	<u>14,382</u>	<u>1,858</u>

Income from other trading activities was £14,382 (2023: £1,858) of which all of it was attributable to unrestricted funds.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

5 Income from investments

	2024 £	2023 £
Dividends - equities	4,098	7,904
Interest - fixed interest securities	7,105	3,037
	<u>11,203</u>	<u>10,941</u>

Income from investments was £11,203 (2023: £10,941) of which £nil (2023: £7,904) was attributable to restricted and £11,203 (2023: £3,037) was attributable to unrestricted funds.

6 Analysis of expenditure on charitable activities

Charitable activities	Direct costs Staff 2024 £	Direct costs Other 2024 £	Support costs 2024 £	Total 2024 £
Project Management	459,204	133,496	37,264	629,964
Central Services	138,099	22,533	26,999	187,631
Prison Inreach	192,504	28,183	26,645	247,332
Criminal Justice	172,625	24,638	40,916	238,179
Probation	221,292	34,691	32,210	288,193
Dawn House	215,515	14,560	4,521	234,596
Mental Health	168,624	20,255	-	188,879
Counselling	8,710	23,658	8,722	41,090
Hardship & Courses	-	-	-	-
	<u>1,576,573</u>	<u>302,014</u>	<u>177,277</u>	<u>2,055,864</u>

Charitable activities 2023	Direct costs Staff 2023 £	Direct costs Other 2023 £	Support costs 2023 £	Total 2023 £
Project Management	385,313	33,081	10,881	429,275
Central Services	252,268	24,599	54,528	331,395
Prison Inreach	317,081	35,357	33,971	386,409
Criminal Justice	172,979	33,783	45,076	251,838
Probation	151,515	29,212	25,438	206,165
Dawn House	263,580	34,118	-	297,698
Mental Health	158,826	39,664	-	198,490
Counselling	24,098	19,984	8,264	52,346
Hardship & Courses	-	24,261	1,467	25,728
	<u>1,725,660</u>	<u>274,059</u>	<u>179,625</u>	<u>2,179,344</u>

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

7 Allocation of support costs

	2024 £	2023 £
Staff costs	62,669	7,809
Travel and subsistence	1,495	5,135
Training	3,903	6,900
General office costs	39,276	43,269
Property costs	28,985	43,208
Governance	35,461	29,381
Other	5,488	43,923
	<u>177,277</u>	<u>179,625</u>

8 Governance costs

	2024 £	2023 £
Auditor's remuneration (including expenses and benefits in kind)	17,160	18,900
Legal fees	18,206	10,481
Other	95	-
	<u>35,461</u>	<u>29,381</u>

9 Net income / (expenditure) for the year

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

	2024 £	2023 £
Depreciation of tangible fixed assets	48,462	47,070
Operating lease rentals	28,429	26,286
(Profit) / loss on fair value movement of investments	(4,934)	10,943
	<u></u>	<u></u>

10 Auditor's remuneration

The auditor's remuneration amounts to an audit fee of £17,160 (2023: £18,900).

11 Trustees' and key management personnel remuneration and expenses

One Trustees received remuneration of £451 in the current year in relation to consultancy services (2023: One Trustee received £480).

The total amount of employee benefits received by key management personnel is £528,040 (2023: £514,417). The charity considers its key management personnel comprise senior management team.

The Trustees did not have any expenses reimbursed during the year (2023 - £Nil).

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

12 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2024 Number	2024 FTE	2023 Number	2023 FTE
Service delivery	52	40	60	60
Project management	13	11	11	11
	<u>65</u>	<u>51</u>	<u>71</u>	<u>71</u>

The total staff costs and employee benefits were as follows:

	2024 £	2023 £
Wages and salaries	1,371,351	1,518,007
Social security	122,316	132,628
Defined contribution pension costs	64,812	66,021
Redundancy payments	18,094	9,004
	<u>1,576,573</u>	<u>1,725,660</u>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000 in either 2024 or 2023.

13 Tangible fixed assets

	Investment properties £	Fixtures and fittings £	Total £
Cost:			
At 1 April 2023	1,315,218	118,752	1,433,970
Additions	4,968	8,441	13,409
At 31 March 2024	<u>1,320,186</u>	<u>127,193</u>	<u>1,447,379</u>
Depreciation:			
At 1 April 2023	182,743	74,707	257,450
Charge for the year	29,889	18,573	48,462
At 31 March 2024	<u>212,632</u>	<u>93,280</u>	<u>305,912</u>
Net book value:			
At 31 March 2024	<u>1,107,554</u>	<u>33,913</u>	<u>1,141,467</u>
At 31 March 2023	<u>1,132,475</u>	<u>44,045</u>	<u>1,176,520</u>

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

Tangible fixed assets (continued)

Anawim has signed a mortgage deed in favour of The JABBS Foundation over the lease and buildings known as Dawn House. The mortgage was a condition of the grant agreement which provided the funding for the building and staffing of Dawn House. A proportion of this grant might become repayable if the accommodation service at Dawn House is not continued for a period of 10 years. The Trustees regularly review the terms of the grant and do not anticipate that any funds will fall due for repayment under the mortgage.

14 Fixed asset investments

	2024 £	2023 £
Market value as 1 April 2023	94,803	205,746
Disposal	-	(100,000)
Gain/(Loss) on investments	4,934	(10,943)
Market value at 31 March 2024	<u>99,737</u>	<u>94,803</u>

Investments at fair value comprise:

	2024 £	2023 £
Equities	94,817	94,349
Cash within investment portfolio	4,920	454
	<u>99,737</u>	<u>94,803</u>

The historical cost of investments at 1 April 2023 was £100,000.

15 Debtors

	2024 £	2023 £
Grant debtors	213,413	299,785
Prepayments and accrued income	211,297	60,465
	<u>424,710</u>	<u>360,250</u>

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	35,594	23,463
Other tax and social security	24,325	28,174
Other creditors	17,993	31,777
Accruals and deferred income	560,505	68,148
	<u>638,417</u>	<u>151,562</u>

17 Leases

Operating leases - lessee

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

	2024 £	2023 £
Not later than one year	32,376	21,209
Later than one and not later than five years	23,782	83,590
Later than five years	267,250	431,266
	<u>323,408</u>	<u>536,065</u>

18 Deferred income

	2024 £	2023 £
At 1 April 2024	20,000	20,000
Additions during the year – for release within one year	537,380	20,000
Amounts released to income	(20,000)	(20,000)
At 31 March 2024	<u>537,380</u>	<u>20,000</u>

Income represents funding income received in advance.

Anawim – Birmingham’s Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

19 Fund reconciliation

Unrestricted funds

	1 April 2023 £	Income £	Expenditure £	Transfers £	31 March 2024 £
General funds	362,032	130,214	(177,997)	(6,640)	307,609
Designated funds					
CEO Salary Designation	87,519	-	-	-	87,519
Fixed Assets Fund	1,176,520	-	(48,462)	13,409	1,141,467
	1,626,071	130,214	(226,459)	6,769	1,536,595

	1 April 2022 £	Income £	Expenditure £	Transfers £	31 March 2023 £
General funds	350,632	178,467	(194,408)	25,341	362,032
Designated funds					
CEO Salary Designation	117,510	-	(29,991)	-	87,519
Fixed Assets Fund	1,216,975	-	-	(40,455)	1,176,520
Abuse and Sexual Violence work	69,271	-	(69,271)	-	-
	1,754,388	178,467	(291,670)	(15,114)	1,626,071

The designated fund was originally set up with a transfer of £200,000 which related to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd). It was to be used for the salary of the CEO and to ensure the vital work around the drop-in service, domestic abuse and sexual violence could continue in the event that no other funding can be found. The drop-in service is fully funded from other restricted grants so the remaining balance of designated funds £87,519 should be maintained to cover the CEO salary when necessary.

Fixed assets relating to Dawn House were designated in the year as these are to be used to fulfil Anawim's charitable objectives.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

Restricted funds

	1 April 2023 £	Income £	Expenditure £	Transfers £	31 March 2024 £
Barrow Cadbury	-	31,000	(29,043)	-	1,957
BCC (Public Health)	-	20,000	(18,558)	-	1,442
Big Lottery	3,293	-	(3,371)	78	-
Birmingham City Council	-	51,622	(4,593)	(16,526)	30,503
Changing Lives	19,963	249,178	(249,638)	(1)	19,502
Crisis	4,606	-	(9,541)	4,935	-
Energy Redress Scheme	-	2,037	-	-	2,037
Fairer Futures Fund	-	8,748	(7,179)	-	1,569
General Donation- Food Bank	-	6,140	(5,532)	-	608
Goldsmiths	33,424	-	(16,324)	(17,100)	-
Groundwork UK (Centre garden)	-	1,355	(578)	-	777
Hardship	22	-	-	-	22
Henry Smith	39,215	20,000	(64,565)	5,350	-
IAPT	-	2,530	(2,530)	-	-
JABBS	274,746	456,331	(595,980)	323	135,420
JD Neighbourly	-	5,000	-	-	5,000
John Lewis (Women's Christmas party)	-	1,444	(1,179)	-	265
John Laing Foundation	-	1,000	(746)	-	254
Mental Health - Community PD	-	15,000	-	-	15,000
MOJ	-	150,000	(175,448)	25,448	-
National Lottery	-	-	(2,092)	2,092	-
Nationwide	-	60,000	(3,724)	-	56,276
NHS England	46,891	398,342	(350,067)	(1)	95,165
NPS	-	11,329	(10,619)	-	710
Our Lady Of Charity	-	17,000	(17,000)	-	-
Penny Appeal	7,578	-	(7,491)	-	87
Service Charge	-	210	-	-	210
Sewing Machine	221	-	-	(221)	-
Sheepdrove	25,189	35,000	(34,757)	-	25,432
West Midlands Police	-	188,395	(195,123)	6,920	192
WMPCC	-	2,600	-	-	2,600
Women In Prison (Community connecti	-	41,412	(37,993)	-	3,419
Other restricted grants	13,132	-	-	(13,132)	-
	468,280	1,775,673	(1,843,671)	(1,835)	398,447

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

Restricted funds (continued)

	1 April 2022 £	Income £	Expenditure £	Transfers £	31 March 2023 £
Barrow Cadbury	6,953	15,000	(19,038)	(2,915)	-
Big Lottery	-	10,000	(6,707)	-	3,293
Birmingham City Council	-	50,733	(50,733)	-	-
Changing Lives	19,972	180,719	(180,728)	-	19,963
Charity shop	-	358	(778)	420	-
Charles Haywood	3,222	-	(3,222)	-	-
Community PD	-	15,000	(15,000)	-	-
Crisis	-	25,000	(20,394)	-	4,606
Energy Redress Scheme	-	2,721	(2,721)	-	-
General Donation- Food Bank	825	-	(825)	-	-
Goldsmiths	7,522	50,000	(24,098)	-	33,424
Hardship	1,008	337	(1,323)	-	22
Henry Smith	26,899	120,000	(107,684)	-	39,215
Holy Society Child Jesus	-	10,000	(10,000)	-	-
IAPT	-	14,285	(22,550)	8,265	-
JABBS	190,916	712,916	(629,086)	-	274,746
MOJ	-	24,658	(25,733)	1,075	-
National Lottery	-	-	-	-	-
Nationwide	-	-	-	-	-
NHS England	47,129	378,645	(385,804)	6,921	46,891
NPS	2,203	12,879	(15,082)	-	-
Our Lady Of Charity	-	17,000	(17,000)	-	-
Penny Appeal	-	19,110	(11,532)	-	7,578
Public Health	7,416	-	(7,416)	-	-
Service Charge	-	310	(310)	-	-
Sewing Machine	-	221	-	-	221
Shaw Trust	5,948	23,128	(29,131)	55	-
Sheepdrove	29,268	35,000	(39,079)	-	25,189
The Pilgrim Trust	10,000	-	(10,000)	-	-
West Midlands Police	-	164,967	(166,260)	1,293	-
William Cadbury	-	20,000	(20,000)	-	-
WIP (Lloyds)	-	4,000	(4,000)	-	-
Women In Prison (Tampon Tax)	-	74,223	(74,223)	-	-
Other restricted grants	5,695	7,437	-	-	13,132
					-
	364,976	1,988,647	(1,900,457)	15,114	468,280

Birmingham Solihull Mental Health Foundation Trust provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liaison and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

Anawim – Birmingham’s Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

Restricted funds (continued)

JABBS Foundation supports Anawim with funding towards the project management team and the Head of Development role. They also provided funds for the on-site residential unit Dawn House and for the specialist roles with the service. They provide funding for the development of the Women’s Risk Needs Assessment Tool (WRNA).

West Midlands Police & Crime Commissioner provide a grant for New Chance Early Intervention project with the aim to work with women to divert them away from the criminal justice system. They also provided funds to support a domestic violence specialist in our central services team and a victim’s fund to support drop-in.

Changing Lives funding is for the community rehabilitation service team

Barrow Cadbury Trust Support for the Women’s involvement work & CEOs role in policy and development work.

Ministry of Justice One off grant to support with funding our core costs.

Henry Smith have given funding for our multiple and complex needs work including family support and also help to fund our Drop In service.

Birmingham City Council have given funding to help women needing support with domestic violence.

Public Health have provided funding towards our counselling service.

Fairer Futures (BVSC) funded a 12-month trauma for our women.

Our Lady of Charity contributes towards the Finance Manager role.

HMPPS - Creating Community Connections to work with women in prison

Goldsmiths allowed us to keep an underspend on the previous year’s funding to contribute towards core costs.

Nationwide gave a grant to help fund our Drop In Services.

Women In Prison (Community Connections) funded a caseworker to work with women in HMP Foston prison with enrichment activities.

Sheepdrove an annual grant to provide a resettlement worker.

Transfers During the year there were transfers from unrestricted funds to restricted funds to cover underfunded salaries and expenditure, and transfers for fixed assets that were purchased using restricted funds.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fixed assets	1,141,467	-	1,141,467
Investments	99,737	-	99,737
Current assets	933,808	398,447	1,332,255
Current liabilities	(638,417)	-	(638,417)
Total	1,536,595	398,447	1,935,042

The assets held in the restricted funds are short term deposits in recognition that they are planned to be spent in the near future.

21 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income / (expenditure) for year	(159,309)	(25,013)
Dividends received	(4,098)	(7,904)
Interest receivable	(7,105)	(3,037)
Depreciation of tangible fixed assets	48,462	47,071
(Gains) / losses on investments	(4,934)	12,783
(Increase) in debtors	(64,460)	(204,060)
Increase in creditors	486,855	35,892
Net cash flow from operating activities	295,411	(144,268)

21A Analysis of changes in net debt

	2023 £	Cash flows £	2024 £
Cash and cash equivalents	614,340	293,205	907,545
Total net debt	614,340	293,205	907,545

22 Pensions and other post-retirement benefits

Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £64,812 (2023: £66,021).

The defined contribution liability is allocated to unrestricted funds.

Anawim – Birmingham's Centre for Women

Notes to the Financial Statements

Year Ended 31 March 2024

23 Related party transactions

Anawim was previously a project of The English Province of Our Lady of Charity of the Good Shepherd charity registration number 264140 which transferred the assets and liabilities and activities relating to the project to a new charity, Anawim – Birmingham's Centre for Women from 1 April 2020 as detailed within note 2. This Charity provided the services of the sisters who work in the project and financial support towards the finance manager salary.

Trustee remuneration and expenses have been disclosed in note 11.

24 Prior year Statement of Financial Activities

	Note	2023			Total £
		Unrestricted funds £	Designated funds £	Restricted funds £	
Income and endowments from:					
Donations and legacies	2	173,572	-	-	173,572
Charitable activities	3	-	-	1,980,473	1,980,743
Other trading activities	4	1,858	-	-	1,858
Investments	5	3,037	-	7,904	10,941
Total income and endowments		178,467	-	1,988,647	2,167,114
Expenditure on:					
Charitable activities	6	179,625	99,262	1,900,457	2,179,344
Total expenditure		179,625	99,262	1,900,457	2,179,344
Net gains / (losses) on investments	14	(12,783)	-	-	(12,783)
Net income / (expenditure)		(13,941)	(99,262)	88,190	(25,013)
Transfers between funds		25,341	(40,455)	15,114	-
Net movement in funds	19	11,400	(139,717)	103,304	(25,013)
Reconciliation of funds:					
Total funds brought forward	19	350,632	1,403,756	364,976	2,119,364
Total funds carried forward	19	362,032	1,264,039	468,280	2,094,351

ANAWIM - BIRMINGHAM-S CENTRE FOR WOMEN LIMITED

England & Wales - Charity number 1159706

Accounts

ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

Company No. 09322109
Registered Charity No. 1159706

ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2023

Anawim - Birmingham's Centre for Women (Anawim) is a charitable company registered in England and Wales.

Company Number 93222109, Registered Charity Number 1159706.

TRUSTEES [1 April 2022 to 31 March 2023]

Harriet BIGNELL	from 23.06.2022
Anne Josephine CARR	
Mary CASEY	to 15.11.2022
Matilda Sinead COLLIER	
Robin Wayne DANIELS	to 14.11.2022
Puja Mukeshkumar DESAI	to 27.08.2022
Monica GHAI	
David HEATH	from 07.10.2022
Janet HEMLIN	
Siobhan HUGHES	
Rosemary KEAN	
Hazel KEMSHALL	from 24.11.2022
Paula Ann MITCHELL	
Lynne MORAN	
Ahmad MORTAZAVI	from 10.03.2023
Sukhwinder SAHL	to 06.10.2022
Paul Edward WILLIAMS	to 13.09.2022

TRUSTEES [1 April 2023 to date of Signing 2023]

Fiona MACTAGGART	from 09.06.2023
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ANAWIM SENIOR MANAGEMENT TEAM [1 April 2022 to 31 March 2023]

Chief Operations Officer	Donna Lewis
Head of services	Gina Graham
Fundraising & Communications Manager	Emily Johnson

Volunteer & Counselling Manager	Hannah Johnson
Finance & Contracts manager	Hannah Ruff
COMPANY SECRETARY	Elizabeth Abderrahim
CHIEF EXECUTIVE	Joy Doal MBE

PRINCIPAL AND REGISTERED
ADDRESS

228 Mary Street
Balsall Heath Birmingham
B12 9RJ

ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS (Continued)

FOR THE YEAR ENDED 31 MARCH 2023

AUDITORS	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG
SOLICITORS	Higgs LLP 3 Waterfront Business Park Brierley Hill Dudley DY5 1LX
INVESTMENT MANAGER	Cazenove Capital Management 12 Moorgate London EC2R 6DA
BANKERS	National Westminster Bank Plc Kings Heath Birmingham B14 7LQ

The Trustees submit herewith the report and financial statements of Anawim – Birmingham’s Centre for Women (Anawim) for the year ended 31 March 2023. The financial statements have been prepared in accordance with the accounting policies set out on pages 30-32 and comply with The Charities Act 2011 and the Statement of Recommended Practice for charities (SORP 2015) (Second edition effective 1 January 2019).

Mission Statement

From our Birmingham centre Anawim provides trauma informed services including holistic support and advocacy to enable women to reach their potential.

Vision statement

A world where women are safe, free. Valued and equal members of society.

Purpose statement

To provide trauma responses services including holistic support and advocacy in Birmingham to enable women to reach their potential.

Values

Anawim believes in the intrinsic value of every person and welcomes each woman – without judgement.

We are deeply committed to listening to the women and building services around their needs.

We help women to navigate the complex challenges they are facing and we do all that we can to support them for as long as they need us.

Anawim empowers women to make positive changes to turn their lives around, helping them – one step at a time – to become independent.

We want the best for the women and to make sure their basic needs are met. We won’t rest until we’ve done all we can to keep them safe.

CHAIR’S REMARKS

The Anawim Board of Trustees operate in a time when “good governance” is all. We can no longer dabble in operational matters and meddle at will (and yes, I do miss operational matters very much!); that function sits with our Anawim employees. So, what does governance mean? It is the act or process of governing or overseeing the control and direction of an organisation and the Charity Commission is very clear about its expectations of us, setting out its guidance with startling clarity: We must ensure that all our activities further our purpose; understand how the charity benefits the public; attend and participate in meetings; ensure accountability and reduce the risk of liability.

We met as a Board seven times in the year 2022/23. Our meetings can be described as “hybrid” (as in rose) because for us it is necessary to be inclusive and this implies that some of us can attend in person, and others will join in via Teams. Trustees have been engaged in understanding what strategic risks mean and how we mitigate them. We learned what our “risk appetite” means and how we would apply that, and we conducted a status review of current practice against the Charity Governance Code for Larger Charities. We established the practice of the Board receiving

Committee Assurance Reports that allow the Board to maintain oversight of the work being done in each of the four committees. We also reviewed our Board and Committee effectiveness and the Scheme of Delegation. While this work may not be the most exciting, it is very necessary indeed to ensure our safety as an organisation, without which we would be unable to deliver excellent services for women who need them.

In the third sector we live in uncertain times and we constantly ask ourselves that “what if” question when, for example, funding is drip fed in such a way as to create continual uncertainty and in March this year we approved our Budget, setting ourselves a fundraising target to ensure that our Reserves are sufficient. Despite this funding scenario that implies continual concern around continuity of service, you will see that our financial statements demonstrate that Anawim is a going concern, and our audit report was “clean”, so to speak.

Exercising our governance responsibilities has not always been straightforward but our determination to capture what tends to be described as a “user voice” remains firm and we aspire to recruit a Trustee who has travelled the Anawim journey. That has not yet happened and in the meantime, we have a standing item on our Board agenda designated to share a woman’s voice, either in person or on video. This is after all, the essence of our being. We are constantly aware of the need to attract Trustees who are more diverse, although as you might expect, we are predominantly women.

By all these means, the Anawim Board of Trustees has every intention of demonstrating safe hands to secure a resilient and sustainable future for the women we serve.

Trustees work in partnership with Anawim staff, and we rely on their integrity in relation to advice and guidance. Our thanks to them all for their commitment including the wealth of experience and energy provided by volunteers. We also thank our Company Secretary without whom it would be all too easy to coast along, overlooking our duty to always administer our business properly. Trustees are volunteers as well and I am aware we ask a good deal of them in terms of time and attention to detail. There have been changes to the Board in the last year and I want to record my appreciation for the services of Puja Desai, Paul Williams, Sukhwinder Sahl, Robin Daniels and Mary Casey all of whom served us very well during their time on the Board. We also recruited new Trustees to fill our vacancies and we welcomed Harry Bignell, David Heath, Hazel Kemshall and Ahmad Mortazavi all of whom have truly hit the ground running in terms of their contribution as Chairs of committees and committee members. That leaves me to mention the remaining experienced Board members – Jan Hemlin (thank you for being our Vice Chair), Siobhan Hughes, Paula Mitchell, and Sisters Anne Josephine Carr, Rosemary Keen and Josephine Collier. I could not shoulder the responsibility as Chair of the Board without the support and guidance of my colleagues and I thank them all sincerely.

With best wishes and thank you for reading this.

Lynne Moran

Chair, Anawim Board of Trustees

October 2023

INTRODUCTION FROM ANAWIM CEO

This year we have been working to build back the vibrant centre we had prior to the COVID-19 pandemic. Over the last 12 months Anawim has supported 1,730 women. This year we supported

274 women under Probation supervision, 63% serving a community sentence 7% on licence post custody, we are deeply committed to enhancing this option for women to remain in the community limiting the damaging cases of women in prison. We have successfully built up our drop-in to be open every day of the week with a patchwork of small grants. With the effects of the cost-of-living crisis this open-access service has become increasingly vital. We have been working hard on the 5-year plan. We continue to be committed to our aim to provide for all the unmet needs the women present with, in one centre. This requires us to remain reliant upon charitable grants which supplement the contracts we hold with statutory bodies which tend to be less holistic. We are continuing our involvement to evidencing the work through the pilot of the Women's Needs Risk Assessment (WRNA), alongside Birmingham University and are very pleased that Phase 2 of the project has seen other partners join offering a more National spread. We continue to work in partnership with many other agencies to fully provide for the women's intersectional needs.

We are active members of the National Women's Justice Coalition, which has grown this year with now 19 integral women's services. We are thrilled to see the Women's Services Map launched and utilised. [Welcome To The Women's Services Map - The UK's First Directory Of Services For Women In Contact With The Criminal Justice System - Women's Services Map \(womensservicesmap.com\)](https://www.womensservicesmap.com/) I chair the Shared messaging subgroup where we are working to align our communications to influence policy; our COO attends the Services group and our Fundraising manager - the Anti-racism group. We have become members of Women's Aid which is another good place for sharing good practice, policies and resources. We have been working to strengthen our GDPR practice achieving Cyber Essentials and working towards Cyber Essentials +. We have also been working towards Women's Aid Quality standards and Investors in Volunteers renewal. All have taken huge commitment from all the staff for which we are extremely grateful.

Joy Doal, Anawim CEO

Impact Work

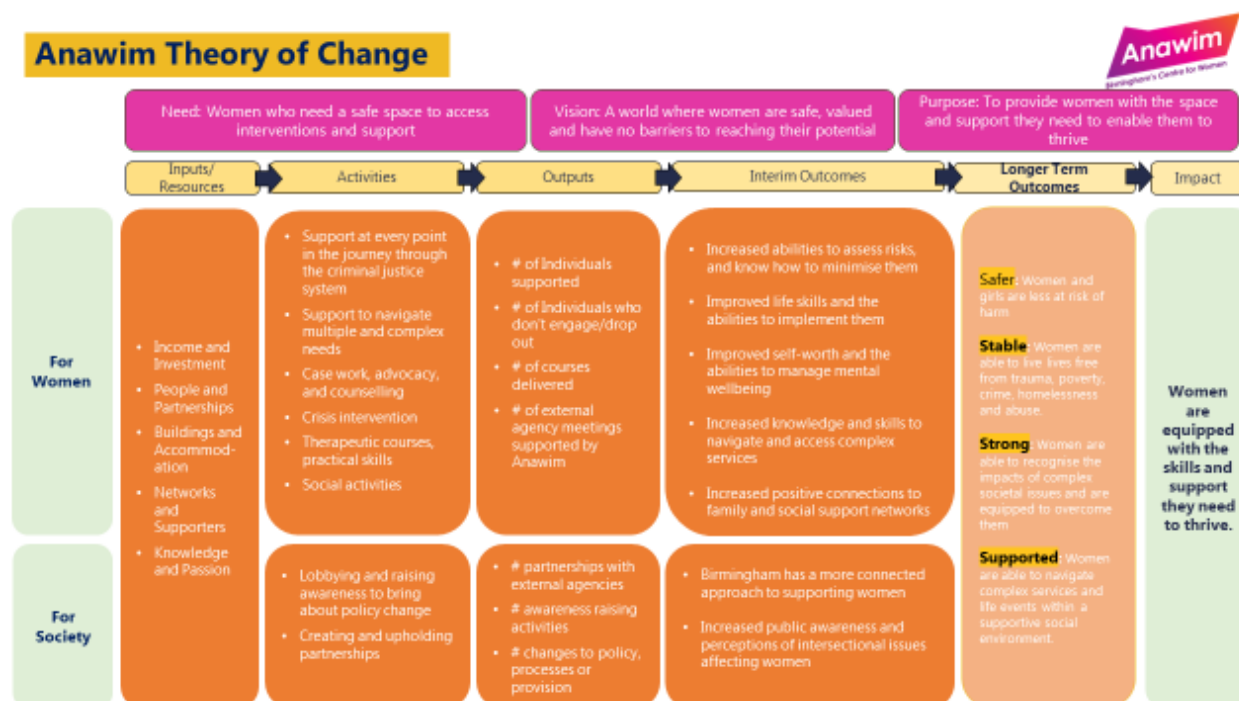
We worked with Trust Impact to consider our 'why' by examining the benefit our support brings to the women and wider society. They helped us to reconsider and hone our vision and purpose statements. Made recommendations including setting meaningful measures to track impact and collaborating to create strategic alliances based on our target impact. We then moved on to look at our theory of change. This describes the needs we address and the change we want to make, this is not limited to services but include reputation, experience, expertise, relationships and funding.

We concluded that our organisation is addressing women's need for a safe space to receive interventions and support to meet their complex and multiple co-occurring needs. Supporting women in or at risk of entering the criminal justice system. To provide women with the space and support to enable them to thrive. This support includes activities to intervene at every point of the CJS, providing casework, advocacy and counselling, crisis intervention, therapeutic courses, purposeful and socially inclusive activities. On a wider community level, creating and upholding partnerships and on a societal level – lobbying and raising awareness in order to change policies which damage or disadvantage women. Outcomes include helping Birmingham have a more connected approach to supporting women and increasing public awareness and perceptions of intersectional issues that affect women.

Longer term outcomes include

- women and girls are at less risk of harm – **Safer**
- Women are able to live lives free from trauma, poverty, crime, homelessness and abuse - **Stable**
- Women are able to recognise the impacts of complex societal issues and are equipped to overcome them - **Strong**
- Women are able to navigate complex service and life events within a supportive social environment **Supported**

We developed our Theory of Change



We are utilising this template to report to the trustees on all of our services.

WHAT HAVE WE ACHIEVED? – A BRIEF OVERVIEW

We have further developed from last year our model of open access for all women irrespective of committing a crime or being subject to a specific issue such as domestic abuse and maintaining commitment to no waiting lists. This means we have opened up our courses and centre to women self-referring or staying on after their contracted intervention has finished. In the present climate of cuts to services and increasing short termism this is unique. We have women return, sometimes 15 years after their first contact with us, this longevity and stability of venue is vital to women who are so often let down by the systems and by projects that come and go due to short term funding.

We continue to speak about the value of women's centres at every opportunity and highlight the work done by the Women's budget Group of the cost benefits gained. We have worked collaboratively with partners from NWJC on framing guides for supporters and elevator pitches, such as ours below.



A SUMMARY OF ANAWIM'S PURPOSE AS SET OUT IN OUR GOVERNING DOCUMENTS

The objects of the Charity (the "Objects") are, for the public benefit, the promotion of social inclusion by preventing vulnerable women and members of their families from being socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society by all means that are charitable in law.

Article 3.2.1 "socially excluded" means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or 6 skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender); and

Article 3.2.2 "vulnerable women" means women who have been, or are at risk of being, physically, sexually, emotionally or psychologically abused or experienced homelessness, mental, physical health or substance misuse problems or involved in prostitution. During the year, the Board of Trustees reviewed its charitable objects and agreed that they remain entirely relevant and purposeful. The Board continually has regard to The Charity Commission's guidance on public benefit.

WHERE WE BEGAN

Anawim was founded by two pioneering nuns, Sister Magdalene Matthews and Sister Maisie Nevin, who moved into a red-light district in Balsall Heath – at the time described as 'Britain's busiest cul-de-sac'. They decided to open their home as a drop-in centre to women in the local community who were involved in prostitution and vulnerable to exploitation. The Sisters were struck by the difference it made for women to have a safe space, a warm drink and a listening ear. A place they could go without fear of judgement, to meet other women who cared deeply about their wellbeing. Motivated by unconditional love, an appreciation of the value of every woman, and a commitment to helping people to live life to the full, the sisters' mission continues to inspire us.

WHERE WE ARE NOW

From listening to thousands of women for the last 37 years, we know that every woman's story is different. That's why everything we do is informed by individual needs, which means we offer the broadest support. From a place to stay when women are leaving prison, or a place to visit when things are tough, to courses, activities, counselling, help with parenting, care, specialised support, clothes, food and other essentials like access to a phone and the internet – women's lives can sometimes depend on us. Until women's needs are fully recognised by society, we will continue to fight for justice and advocate for change. We have, over the years moved away from outreach to women caught in prostitution on the street. This is due to changes to the environment which has meant women became more hidden, but we often meet the same women through the various routes if they become criminalised, addicted to substances or through the sexual exploitation, rape and abuse they are subjected to. We remain committed to the belief that prostitution is sexual exploitation, is traumatic and damaging to everyone involved and hence not legitimate work.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Anawim has undertaken a comprehensive Equality, Diversity, and Inclusion (EDI) project with the aim of gaining insight into the current state of diversity and inclusion within the organisation. This project extends to understanding the experiences, perspectives, and values of Anawim's workforce, including employees, volunteers, and trustees. Through a survey comprising 34 questions distributed to all staff, the research delves into demographics, individual experiences, and employs both open and closed questions. The findings have been analysed, leading to the formulation of key recommendations, which will inform the development of an EDI strategy.

The subsequent steps involve crafting a detailed strategy implementation plan, complete with timelines, responsibilities, and necessary resources. Recognising the importance of sustainability, the plan will address potential challenges and outline mitigation strategies. Anawim is committed to fostering a workplace culture that embraces diversity through ongoing efforts, acknowledging the positive impact on organisational culture and success. In order to measure the success of the implemented initiatives, specific, measurable goals and metrics will be defined. As part of this transformative journey, Anawim recognises the significance of effective communication. Communications will be developed to ensure that employees are informed about the consideration of their recommendations. This transparent communication serves as a foundational step towards establishing the EDI strategy and underscores Anawim's commitment to an inclusive and supportive work environment.

We drafted our anti-racism statement which is available on our website.

LIVED EXPERIENCE

We are committed to include the voices of women whose lived experience mirrors the needs of the women we support. This includes seeking to employ staff, offer volunteering opportunities, creating forums and other mechanisms for capturing their expertise.

PROFILE AND COMMUNICATIONS

Progress has been made in refining key objectives and developing a strategy for communications and fundraising, our Communications Officer has been actively engaged in several areas of work. A significant focus has been placed on leveraging digital marketing to encourage fundraising, contributing to the overall financial sustainability of the organisation. We are developing a detailed events calendar, which will align activities with strategic objectives and ensuring a coordinated approach to engagement. We are working with service delivery staff to develop resources for wider staff team members to use during external talks and events which helps to promote Anawim's

services. Efforts to grow brand awareness and increase the visibility of the organisation have been underway, employing various strategies to ensure a wider reach and impact.

Moreover, the team are continuing efforts to enhance profile raising by focusing on individual giving, compliance, administrative tasks, and maintaining meaningful contact with our supporters. This includes the creation of case studies that highlight the invaluable contributions of volunteers and donors, showcasing these narratives on our social media platforms and website.

We use our social media channels, presentations, attendance at forums and participation in consultations to influence policy decisions that affect the women we support. This includes campaigning around the ending of unnecessary use of short prison sentences, the resentencing for those serving inhumane IPP sentences, the value and cost saving benefits of investing in women's centres, misogyny and violence against women and girls. We are very proud that we played a part in the design of women's holistic service under the Community Rehabilitation Service contracts in line with the Female Offender Strategy.

Twitter: @Anawim_BCW (3,386 followers as of 24th Oct 2023)

Facebook: @anawim.bcw (1,476 followers as of 24th Oct 2023)

Instagram: @anawim_bcw (1,009 followers as of 24th Oct 2023)

WHAT WE DO

Anawim is an award-winning Women's Centre with 37 years' experience. We provide our services all under one roof – from counselling, courses and activities and access to basic essentials, to specialist support around the criminal justice system, mental health and violence and abuse. We know that every woman's story is different and recognise the systemic factors that impact women's lives. That's why everything we do is informed by individual needs, and why we will continue to campaign for change on a local and national level.

DROP-IN

Anawim's drop-in service is a safe space for any woman to receive support with any issue she presents with, as well as providing basic essentials such as food, toiletries and clothing. Many women arrive in crisis, sometimes with all her belongings and maybe children having fled an abusive partner, other times she may just need help with filling in a form or making a phone call. As we are based in a super diverse area of the city we have many women present whose first language is not English and can be subject to forced marriage or in situations where their domestic abuse is further impacted by cultural norms. Through Anawim's Drop-in, women can have many, if not all of her needs met in one place and sometimes even in just one visit. For women who are not able to reach our centre, we provide a free and confidential helpline and live chat service which connects women directly to a support worker. For women requiring more in-depth sustained support they can usually be referred internally to a caseworker.

This year our Drop-in workers supported 463 women over 1391 visits. Of the 463 women, 25% presented with accommodation needs, 69% are suffering with current or historic domestic, 34% are experiencing financial challenges, women with financial needs and 23% disclosed mental health.

CHILDREN AND FAMILIES

Anawim caseworkers offer support with parenting to help women keep or regain custody of children by providing advocacy at case conferences, court and alongside schools and other professionals.

Addressing trauma, which is often the root cause of subsequent issues is vital to prevent the separation of children from their mothers. When this situation cannot be prevented, Anawim works with women who are coping with the loss of having children taken into care – this can include a specialist, 12-week course. For many women, experiences of coercive control can result in family breakdown; this is why Anawim works to support women to understand the signs of unhealthy relationships, as well as raising awareness in the wider community. We have one dedicated Children and Families Specialist Lead (C&FSL), who has supported 54 women over the last 12 months. Through Anawim's Children and Families service, 57% of women have achieved positive outcomes around parenting, 78% achieved improved family relationships, 35% improved access to support around children, 5% had their children returned to their care, 3% improved contact with children, and 11% achieved positive outcomes around working towards the return of their children.

Our Children and Families Specialist Lead is also Anawim's WRNA Champion. Early findings from the WRNA study are showing parenting to be the highest need, indicating that current provision is not meeting women's needs.

In addition to 1-1 specialist casework, our C&FSL has been delivering the VENUS project in schools and eight further external sessions on the impact of domestic abuse on children for women. VENUS is a 4–6-week programme aimed at 13-16 year old girls covering topics such as consent, periods, unhealthy relationships, internet safety, grooming and revenge porn amongst other topics. This programme is much needed, unfortunately no funding has been obtained, many schools are requesting it, but they have no resources to pay.

Over the last 12 months, 19 women completed the Parenting course over 36 sessions, and 32 women completed the Confidence course over 170 sessions.

DOMESTIC ABUSE

Anawim has just one dedicated Independent Domestic Abuse Advisor, this year she has directly supported 67 women. Of the 67 women, 42% presented with accommodation needs, 10% with financial needs and 53% with mental health needs.

We recognise the various types of domestic abuse including financial control, coercive control, psychological and emotional abuse, as well as physical and sexual abuse. The women we support can feel humiliation, helpless and ashamed, believing they are deserving of the abuse, fearful to leave their partners and unable to protect their children. Statistics show that women are at the highest risk at the point of, or just after leaving their abusive partners. In the case of forced marriage or domestic abuse in religious households, women are further bound by their culture, family pressure and fear of shame.

Anawim is committed to supporting women to safely escape abusive relationships, and to address the impact of this experience through parenting skills, support to regulate emotions, understand trauma and identify healthy relationships.

Our IDVA is now delivering the Domestic Abuse Toolkit in HMP Drake Hall. This has been extremely popular with 50 women receiving the course.

Over the last 12 months, 15 women completed the Freedom Programme over 72 sessions.

HOUSING

Anawim's Accommodation Specialist Lead has supported 37 women over the year, managing to house nearly all 37 women. She also successfully implemented a new Housing Drop-in service. This initiative

enabled regular meetings between our Accommodation Specialist Lead and Dawn House women, establishing a structured timetable and effective communication channels for clients, which proved instrumental in helping women maintain schedules, establish a single point of contact with our Accommodation Specialist Lead, build relationships, and prepare for future tenancies. A comprehensive directory has also been developed which includes housing providers across Birmingham, which have been visited and checked by our staff for suitability, safety and security. Additionally, the broader staff team have significantly enhanced their knowledge of housing and homeless queries under the guidance of our Accommodation Specialist Lead. Evaluation forms completed after six months reflected a 100% positive response, demonstrating the effectiveness of the ongoing support and guidance provided on an ad hoc basis. This continuous learning approach ensures that staff are consistently evolving and finding solutions as needed, resulting in a cohesive and uniform dissemination of information and support throughout Anawim.

Furthermore, the establishment of an additional Housing Drop-in service in Newtown, hosted within a familiar nursery, has provided accessible support for women who may struggle to openly seek assistance. This area has high levels of overcrowding, domestic abuse and substandard housing, and we're finding that across Birmingham, the ongoing lack of suitable accommodation is creating additional barriers for women seeking refuge from abusive relationships.

Lastly, a structured process was implemented to offer thorough support to Dawn House residents during their transition into accommodation, alleviating anxiety and preparing them for the move-on stage. The Accommodation Specialist Lead played a crucial role in supporting clients through this phase, ensuring that no resident had to navigate this process alone within Anawim's comprehensive framework of assistance.

DAWN HOUSE

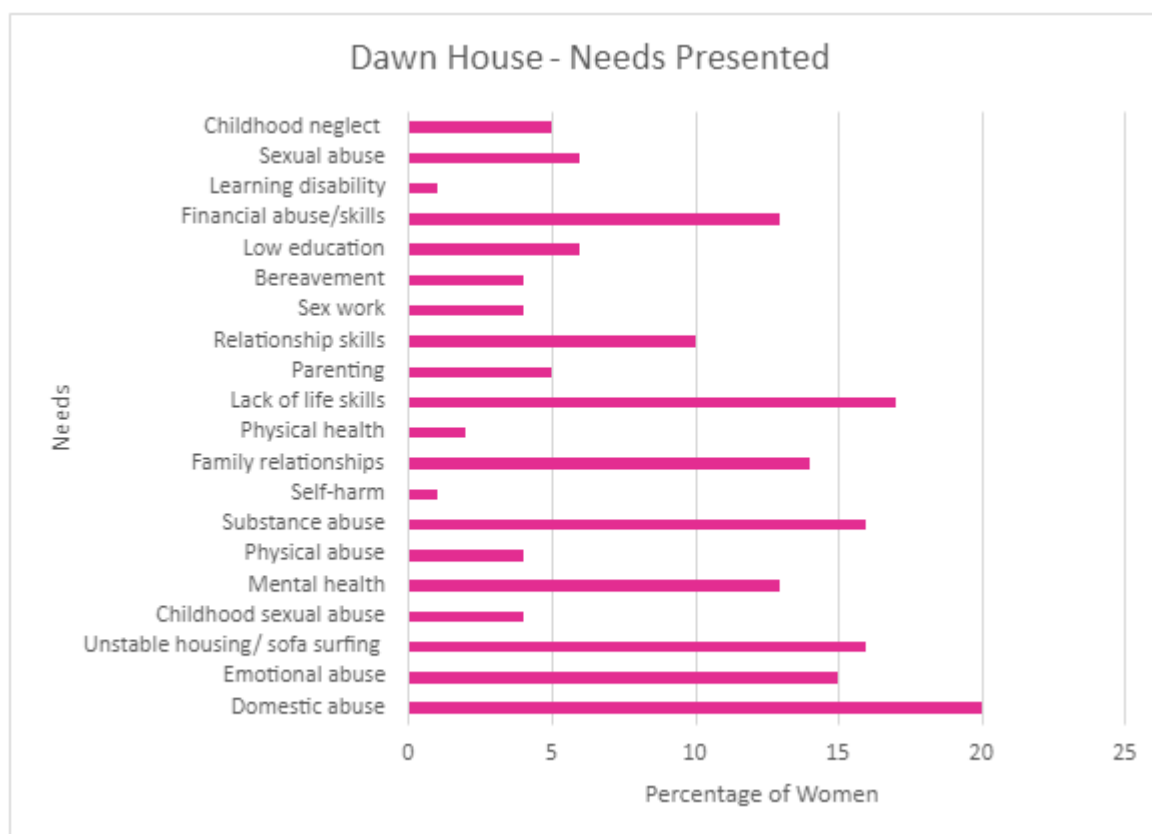
Dawn house is our residential unit situated on the same site as the women's centre, consisting of 6 beds with en-suite rooms, shared cooking and living area. This has great advantages to the women who are staying as they can easily take part in all the courses and activities in the centre and build relationship with staff and other women who attend daily.

The residents have been women released from prison who our prison liaison worker identifies and prepares. This has worked very well as the women are clear on the expectations, responsibilities and limitations. This year we made Dawn house a dry house and introduced testing, this has also been very beneficial. Our substance misuse specialist has been very involved in supporting the women with their struggles with dependency and drug testing. Occupancy has been at 46% this year, 4 women were recalled, none for reoffending, all for non-compliance with orders i.e. missing an appointment, one was for breaching a restraining order. This means that effectively our re-offending rate was at almost 0%.

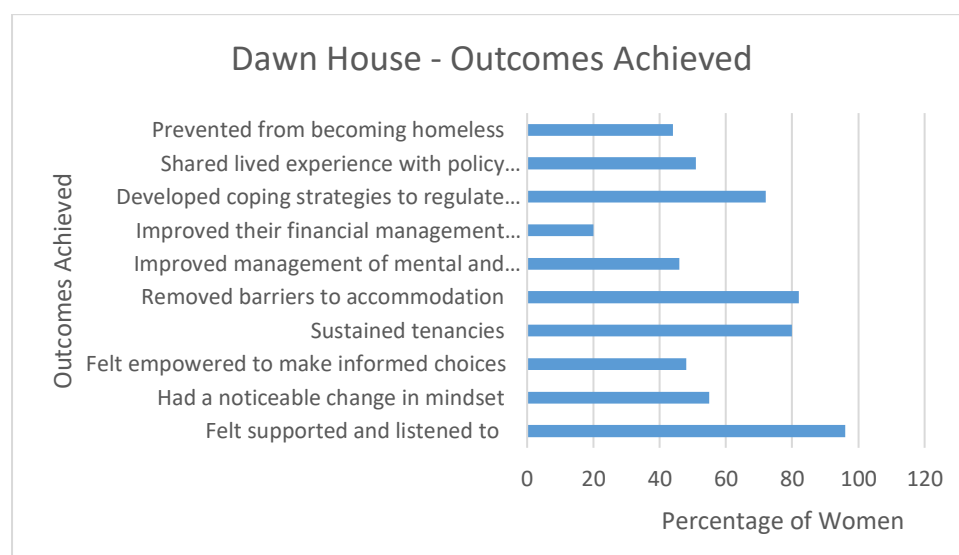
24 women resided for periods ranging from 3 days to 221 days, giving an average of 59 days.

This year we reduced the length of sentence the women had served, this averaged to 441 days, and one woman resided as part of her community sentence. Most common offence was burglary and robbery, 2 assaults and one arson.

We also received some funding from Birmingham City Council to take 8 women who were suffering domestic abuse, we have housed 5 during this period. Courses attended by the women include Regulating Emotions & Dealing with Distress, Freedom Programme, Healthy relationships, mindfulness, Art & Craft, exercise, Trauma Recovery, managing a tenancy among others. The National Literacy Trust run creative writing where they have brought in authors to inspire.



Positive outcomes include



4 women became champions and are working in the shop or around the centre.

1 woman found paid employment

1 made a successful report to the Police

7 improved their contact with children or family members

“Dawn House means so much to me [...] it gave me a place to be nurtured and to flourish [,] it has really been the most supported/caring and family-based assisted living I have ever known [...] they made me realise I am worth it and I can do it and anything is possible.”

“For me Dawn House means new beginnings, re-invention and solace. Dawn House allows us females to celebrate and embrace our nurturing qualities and our ambitions.”

“I felt supported, free, comfortable, safe, confident, it was a safe haven for me. Step forward to the rest of my life. The staff very helpful, supportive.”

SEXUAL VIOLENCE

Over the past 12 months, Anawim's Independent Sexual Violence Advisor (ISVA) has played a crucial role in supporting survivors of sexual violence. Our dedicated specialist worker supported 32 women who bravely shared their experiences of sexual violence or abuse. Of the 32 women, 18% presented with accommodation needs, 11% with financial needs, and 54% with mental health needs.

Recognising the challenges associated with pursuing legal action, our ISVA focused on providing a safe space for these women, addressing their specific needs and fostering engagement in a manner comfortable for them. Additionally, our ISVA organised sexual health and menopause Drop-in sessions, conducted training for staff on these topics, and collaborated with mental health and domestic violence professionals. This collaborative approach aimed to help women leave abusive relationships, involving DV workers and progressing to MARAC [Multi Agency Risk Assessment] or DASH [domestic abuse, stalking and honour-based violence] assessments when necessary. The ISVA also played a crucial role in preparing women for court, acknowledging the delicate process of building trust and relationships with survivors grappling with past traumas. The specialised nature of this role allowed her to concentrate on supporting women through the complexities of rape and sexual assault, alleviating the need to stabilise other aspects of their lives first. Notably, the ISVA witnessed the impact of loneliness during lockdown, with some women admitting to enduring abusive relationships to avoid isolation.

SUBSTANCE MISUSE

Our Substance Misuse Specialist has been supporting residents in Dawn House, regularly liaising with Change Grow Live (CGL) and GPs for scripts and supporting with access to benefits. Over the last 12 months, we have supported 33 women through our Substance Misuse service. Working in partnership with CGL has allowed women to make any necessary clinical changes to their medication in a timely manner. This has been incredibly helpful for our women, allowing them to focus on recovery and benefit from the wide variety of services available at Anawim. Our work is vital for complimenting the excellent services provided through CGL, through addressing the root causes of substance abuse alongside clinical methods of medication.

Anawim's Substance Misuse Specialist has established a process for tracking and reporting on drug testing and alcohol breathalysing, as well as implementing a directory of services and alcohol workbook for clients.

Furthermore, our Substance Misuse Specialist has provided practical training and briefings, developed drug-specific intervention documents and compiled harm reduction and needle exchange information, all for clients to document their progress during mindfulness sessions and therapeutic interventions.

We stay updated around government and healthcare organisation policies and guidelines to ensure that Anawim benefits from the latest research, guidance, and advice. Our Substance Misuse Specialist at Anawim has been actively involved in this effort.

Efforts have been made to streamline referrals into CGL, with ongoing discussions about potential limited co-location in the upcoming meeting. Anawim staff members are committed to supporting women in navigating appointments at CGL and with GP's, recognising the significant barriers they may face. Collaborating with Law students at the University of Birmingham, we have produced an informative video on medical negligence.

Given that substance misuse is a common presenting issue for those utilising our drop-in and wider centre services, ongoing training initiatives are in place. We strive to gather more information when

substance misuse is disclosed, and our Drop-in support workers are dedicated to offering culturally sensitive and appropriate initial interventions. Any cases requiring further attention are promptly referred to the substance misuse lead for triage. Additionally, one of our Drop-in support workers has undergone Naproxen training as part of her outreach work with the homeless community.

MULTIPLE AND COMPLEX NEEDS CASEWORKER

Our Multiple and Complex Needs Worker (MCNW) serves as a versatile professional within our organisation, drawing on extensive experience to address the diverse challenges faced by our women. With a focus on mental health, over the last 12 months she has been instrumental in delivering mindfulness courses and Stop and Think sessions, as well as concentrating her efforts on clients grappling with more severe issues, including suicidal tendencies and self-harm, supporting 42 women in total. Of the 42 women, 72% have experience of abuse, 41% have accommodation needs, 25% have financial needs, and 81% have mental health needs.

Recognising the need for personalised interventions, she has tailored her approaches, particularly for clients with learning disabilities who require specialised care. The prevalence of discussions on social media about self-harm and suicide, particularly among individuals in their 20s to early 30s, underscores the imperative for heightened awareness of these critical issues.

The MCNW's impactful contributions extend beyond individual interventions. Collaborating with our Mental Health Lead, she is currently involved in developing tailored wellbeing courses, embodying our commitment to the comprehensive well-being of our client groups. Her work has also brought attention to the significant cultural dimensions intertwined with sexual violence, affecting women from diverse ethnic backgrounds. Unveiling the challenges faced by clients in differentiating their experiences as rape and overcoming fears of disbelief, she has highlighted unique obstacles encountered by individuals from countries where domestic and sexual violence are normalised. The MCNW addresses the persistent influence of family pressure and shame within Birmingham's communities, adopting an empowering approach that encourages clients to articulate their experiences of sexual violence. This empowerment, in turn, enables them to determine their next steps, which may involve referrals to organisations like RSVP or providing support during court proceedings.

CRIMINAL JUSTICE

Anawim advocates for women impacted by the criminal justice system at every stage. From early intervention and diversion, to 'through the gate' support and on-site post-release accommodation. Both women and children are disproportionately affected by maternal imprisonment, as women are more often primary caregivers. For many women, the trauma of imprisonment and separation from children can resort in adverse coping strategies such as self-harm and substance abuse. With prisons overcrowded and still suffering the aftereffects of Covid with a shortage of officers, women have found themselves locked in their cells for up to 23 hours a day. This has resulted in increased incidents of self-harm and mental health distress. They have been denied access to rehabilitative activities and further distanced from family and children. All compounding the reasons to try whenever possible to keep women out of prison, especially when pregnant.

NEW CHANCE

New Chance is an early intervention project working in partnership with the West Midlands Police and Crime Commissioner. The project diverts women who have committed low-level or first-time offences, which can attract an Out of Court Disposal, away from the criminal justice system by addressing

women's criminogenic needs and reducing the strain on local services which are over-stretched and in short supply. Anawim has 3 caseworkers on this service, they undertake extensive police awareness raising and have a presence in the custody suites. A key outcome is that women avoid receiving a criminal record, which holds them back from employment and other aspects of their lives. By supporting women in the community, the damaging and endless cycles of prison, release, recall can be broken. We received 100 referrals to New Chance between April 2022 and March 2023, and supported 124 women in total. 76% of these women achieved positive outcomes in relation to skills and engagement, such as emotional regulation, something which significantly affects women's ability to reduce reoffending and gain employment.

Furthermore, 54% of women achieved positive outcomes in relation to their mental/physical health and wellbeing, including improved understanding of triggers and developing coping skills. With regards to children, families and relationships, 28% of women achieved positive outcomes, improving parenting skills and access to their children. Additionally, 11% achieved positive outcomes relating to domestic abuse, including reporting instances of DV to the police and implementing safety plans. 11% of women were supported to achieve positive outcomes around finance including obtaining grants and successful benefit applications along with improving their own financial management skills. Through Anawim's support, 97% of women referred through New Chance felt that their self-esteem and confidence had improved.

CRIMINAL JUSTICE RECOVERY SERVICE (Formerly known as Liaison and Diversion)

Anawim has two workers supporting all women referred specifically through the Criminal Justice Recovery Service (CJRS). This service is delivered in partnership with Birmingham and Solihull Mental Health Foundation Trust, operating in court and in custody suites to screen and assess individuals, identifying any who may have mental health issues, substance misuse, homelessness and any additional learning needs or other vulnerabilities when they first enter into contact with the criminal justice system, and subsequently diverting them into holistic, gender and trauma responsive support at our women's centre, which can significantly reduce the likelihood of reoffending, by tackling the root cause of offending behaviours.

Our CJRS caseworkers meet with women in the Custody Suite and at Court during the sentencing or arrest stage, offering information and introduction to Anawim's services. Women can receive up to 12 weeks of 1-1 support through one of our specialist caseworkers, as well as additional access to courses and events at Anawim.

We recognise that women may not always be able to attend the centre for various reasons, and will conduct home visits where necessary, as well as appointments in the community. recognised that women may not always be able to attend the centre for various reasons. Over the last 12 months, 118 women were referred to Anawim through the CJRS, and 128 women received support: 35% achieving positive outcomes around mental health, 12% around accommodation, 17% with substance misuse, 11% with finances, 13% with children and families, 31% with domestic abuse, 96% around improved confidence and self-esteem and 57% with skills and engagement.

COMMUNITY REHABILITATION SERVICE

Anawim delivers a community rehabilitation programme (CRS) in partnership with Probation, funded through the Ministry of Justice, and alongside partners from the Regional Women's Justice Partnership, under Changing Lives as the contract holder.

As part of our community rehabilitation service, women receive a tailored support package which may include one-to-one and group sessions and involve various pathways based on women's individual needs, including;

- **Emotional Wellbeing** – therapeutic courses support women to develop coping strategies, regulate emotions and identify triggers.
- **Employment, Training and Education** – supporting women to apply for volunteering opportunities, paid employment, develop their CV's and access education or training opportunities.
- **Finance, Debts and Benefits** – support for women to develop financial literacy skills, access benefits and manage debts
- **Accommodation** – supporting women to find suitable accommodation and sustain tenancies.
- **Family and Significant others** – Anawim provides courses around parenting, as well as guidance around the care system and dealing with difficult circumstances.
- **Dependency and Recovery** – providing vital support for women to sustain abstinence and relapse prevention.
- **Lifestyle and Associates** – Women are encouraged to engage in their community and make a positive contribution. Women sustain engagement in pro-social leisure interests and purposeful activities and are supported to avoid negative peer relationships or networks, such as organised crime groups or extremism groups.

This year, 224 women have been supported to complete their sentences by our team of eight caseworkers. 64 of which were supported in custody and 19 on licence after release from prison and resettled into the community. The majority are aged 26 - 45 years, 73% describe themselves as white, 23% Asian women, 18% Black women and 26% mixed ethnicities, and 2 preferred not to say.

24% of women reported self-harm and 11% self-neglect and a massive 117 women reported using substances. Only 27% were deemed to be a physical risk to others showing that women are much more likely to be a risk to themselves, however violence was the highest offence; mainly the common assault of an emergency worker at 11%. Acquisitive crime was 2nd highest at 10%.

55% of women supported were unemployed or on zero-hour contracts, working under 16 hours a week and only eight were in full time employment, demonstrating how the cost-of-living crisis has disproportionately affected women.

Of all women referred to our Probation team, a considerable amount had served previous custodial sentences at 35%, and 7% of women had been on remand. 22 % had no previous history with custody. Our specialist workers are passionate about supporting women holistically to reduce these figures and deter women from reoffending by addressing the root causes of their offending behaviour.

PRISON WORK

Over the last 12 months, Anawim has supported 214 women, in prison and 'through the gate' back into the community. We continue to support women through our Prison In-reach team, Community Rehabilitation Service (CRS) work and Dawn House, with specialist support provided by two Prison Resettlement Workers, two Community Rehabilitation Workers, and a Prison Liaison Worker.

Nationally across the UK, 58% of women leaving custody have been found to reoffend within 12 months, and this figure is even higher for women serving less than 12-month sentences (approximately 17% of the prison population), with 73% reoffending rates.

Thanks to Anawim's continued specialist support, only one woman has reoffended meaning our reoffending rate is less than 1%. 26 women have been recalled to custody for non-compliance with appointments, 33 women successfully settled in the community, and the remainder were supported while in custody. This couldn't have been achieved without the high-quality support offered here by our dedicated staff at Anawim.

Over the last 12 months we have provided a wide variety of support for women who have walked through the gates of prison. Specifically, this includes immediate help with housing, supporting women with substance abuse, providing family support, and offering access to Anawim's free counselling programme.

Our women have fed back that Anawim's extensive list of courses and high-quality, holistic support meets all of their needs in one location and are grateful not to have to go elsewhere for support.

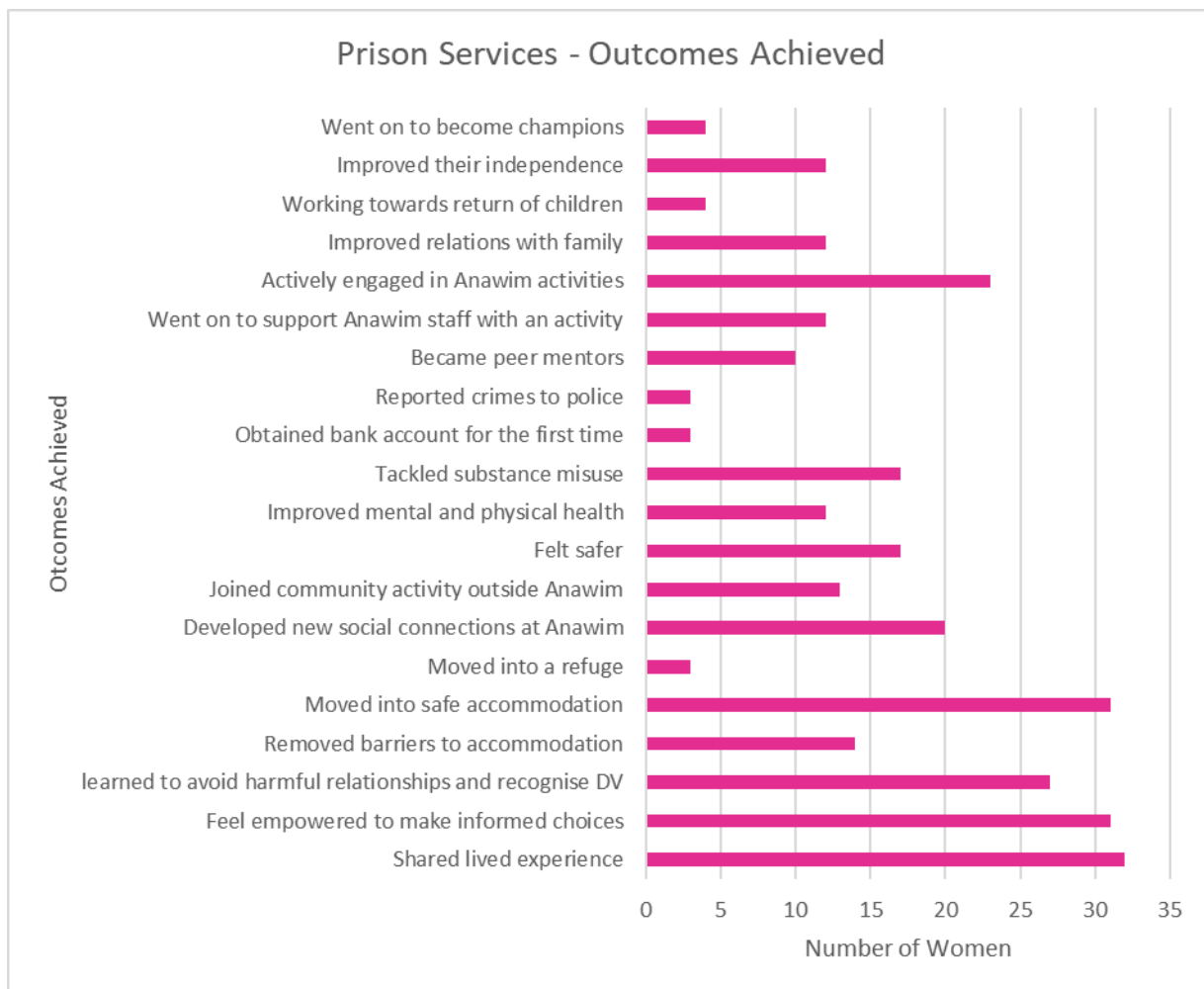
Furthermore, Anawim's courses on offer have consistently been rated as excellent, which is a testament to the endless effort and care that goes into providing good quality courses and groups by Anawim's staff. Overall, women in the programs felt very satisfied with Anawim.

"I cannot fault anything about the support or what Anawim do" - Joan, Anawim client

One of the key reasons that women enter the criminal justice system is the lack of mental health support in the community, which can further compound drug/alcohol problems, and lead to short prison sentences that start an endless cycle of reoffending. Anawim combats this by offering mental health support for women leaving prison and helping them to regain their independence with accommodation and increased contact with their children.

Outcomes over the last 12 months include

Majority of the 185 women feeling supported and listened to, reported a rise in self-esteem & confidence.



COMMUNITY CONNECTIONS

The 'Creating Community Connections' project is a partnership of women's centres, including Women in Prison, Brighton Women's Centre, Anawim, Together Women and Nelson Trust. The project aims to connect women in prisons with vital specialist community support services across the country, especially women's centres, in relation to domestic abuse. The main aim of the project is to ensure that every woman in prison (regardless of sentence length) is connected to a local women's centre and any other relevant specialist services (including those working across the prison network such as Birth Companions, Clean Break, Hibiscus, Muslim Women in Prison and Working Chance).

The project works to strengthen partnerships between a national network of women's centres, prisons, and women in custody to support women through custody, into the community. This includes providing access to the trauma-responsive support that women's centres provide which reduces reoffending and overall harm, increases women's sense of safety and help them rebuild their lives. Over the last 12 months, Anawim's Link Workers in HMP Drake Hall and HMP Foston Hall trained 18 Champions and supported 190 women. Overall, the project has developed 10 Link Workers across eight prisons. Anawim had link workers in HMP Drake Hall and HMP Foston Hall and trained 18 champions and supported 190 women over the last year. Community Connections is continuing with funding from HMPPS.

COUNSELLING

Anawim offers free counselling for every woman. Limited access to travel in addition to managing multiple appointments can be a barrier for many women trying to access support, which is why we offer counselling sessions at our women's centre, as part of our one-stop approach. Providing counselling in-house also means a woman can receive support in an environment she is already familiar with, as well as reducing the number of places she must travel to.

Over the last 12 months, Anawim has supported 133 women through its counselling service.

Anawim's counselling team is made up of the Volunteering and Counselling Manager, the Counselling Coordinator and a team of qualified volunteer counsellors and trainee counsellors on placement, providing support in-person or over the phone to suit the individual needs of each woman.

Thanks to funding through Public Health, we are continuing to provide specific counselling to women experiencing current or historic domestic and/or sexual abuse. This has enabled us to keep our qualified counsellors who are experienced in this area; giving another route and option for our counselling referrals and enabling us to make our way through our waiting list and support more women. The work from the previous year with Penny Appeal showed the need for this project, and we have a constant waiting list for women who benefit from this specialised support. 90 referrals were made for SV/DV counselling within this year. 62 referrals were made to our internal counselling this year, who are assessed by our counselling coordinator and allocated to our student and volunteer counsellors.

TRAUMA WORK

Anawim delivers a varied timetable of courses which includes Stop and Think, exploring interpersonal problem-solving; The Freedom Programme, helping women who have experienced domestic abuse to identify types of abuse and the impact, Confidence, assisting women towards empowerment and assertiveness, and Mindfulness, aimed at helping to develop skills around attention to and managing emotions, thoughts, behaviours and developing distraction techniques. Supporting women to build social skills which helps to slow down racing thoughts and really notice what is being done to manage anxiety. The activities include mindful colouring, painting, activity jars, visualisation boards, goal setting and sensory bottles.

Therapeutic courses such as Regulating Emotions and Dealing with Distress (REDD) are also very popular and have been developed into online workbooks and translated into nine different languages, which can be used individually and in group settings. REDD acts as a prerequisite for referrals to Understanding Complex Trauma which is developed in partnership with Phoenix Psychology - an independent psychology practice based in the Midlands, over a 12-week period.

This course is based on the model of Compassion Focussed Therapy (CFT), designed for work with individuals experiencing complex and chronic mental health problems, and designed to work transdiagnostically with a focus on integrating psychology, neurobiology and evolution research. CFT emphasises the importance of relationship and connection and therefore has been evidenced to be an effective model to utilise within group settings.

Anawim continues to provide a timetable of weekly enrichment activities and social groups that any woman can attend without referral and without having previously visited the centre: Wellbeing Wednesday is delivered in partnership with Ardenleigh to encourage attendance and involvement with courses; Feel Good Friday is an exercise and dance workshop; Self-Care Skills encourages independent living; Creative Tuesdays and the Sewing Groups are arts and crafts workshops to encourage social inclusion and allow for women to get to know our centre in an informal and supportive way.

Over the last 12 months, 14 women completed the Understanding Complex trauma course, 97 women completed the Regulating Emotions and Dealing with Distress course over 284 sessions and 19 women completed Stop and Think over 36 sessions.

ARDENLEIGH

Ardenleigh Hospital is a medium secure forensic psychiatric hospital in Birmingham, supporting women experiencing complex long-term mental health issues and those with experience of the criminal justice system. Anawim has a team based within Ardenleigh, including two Mental Health caseworkers, three Peer Support Workers and six Enhancement Workers. The team have worked with a total of 40 women during this financial period.

The Anawim team are innovative and strive to find meaningful ways to develop therapeutic rapport according to the service user's needs, providing recovery-focused support and interventions. Our Enhancement Workers deliver a co-designed programme of purposeful activities across the service such as arts and crafts, alongside ward staff and activity workers. Most of their activities take place during the evenings and weekends, when there is an increased risk of self-harm and suicidal ideation. Our Peer Support Workers have lived experience, enabling them to provide understanding, trauma-responsive and non-judgemental support. Peer support enables women to use their voice, to be heard and understood. Mental Health Caseworkers provide assistance and support relating to the care plans, using an individually tailored approach. This includes helping to create social networks, relationships, and planning for discharge.

The team provide access to community links and resources to support in achieving future goals, such as voluntary working within Anawim. This is extremely beneficial and has led to service users securing external employment, education, and training opportunities, as well as paid roles within Anawim. Our overall aim is to empower the women and improve their sense of hope, motivation, community engagement and self-management, to ensure a positive transition into the community.

CAMEO & ACCESS

The Offender Personality Disorder (OPD) programme aims to provide a pathway of psychologically informed services for a complex and challenging offender group. The CAMEO and ACCESS services within HMP Foston Hall are just two of the services available within the female prison estate supporting those with personality disorders, who are presenting with disruptive behaviour and may be typically hard to engage.

Anawim offers three Enrichment Workers within CAMEO and a further Enrichment Worker within ACCESS, offering therapeutic activities during the days, evenings and at weekends, when women are most vulnerable to self-harm and mental health challenges. This provision encourages motivation and engagement, and significantly reducing incidents of self-harm within the prison. The Enrichment Teams have awareness and in-depth understanding around how mental health contributes to offending behaviour and the importance of supporting women with their challenges while in prison.

Over the last 12 months we have worked with 10 women through ACCESS, and 36 women through CAMEO.

VOLUNTEERS

Anawim is incredibly grateful to have a dedicated and passionate team of volunteers who provide vital support across the organisation. We currently have 12 volunteers contributing 62 hours each week towards our work, equating to £32,240 per year, (based on £10 per hour average). Included in our

Volunteer team are qualified psychologists, counsellors and tutors whose expertise offered completely free of charge are saving the charity much higher costs.

Anawim has previously been awarded the Investing in Volunteers Award in 2019, are currently working on a new application. Volunteers continue to be supported at this standard, through training and shadowing opportunities, clinical and managerial supervision, and opportunities to try new roles across the organisation and gain invaluable experience.

A new volunteering opportunity for Anawim's women has been developed, within which service users are able to take on a Champion role, which involves developing employment skills through volunteering at Anawim's charity shop whilst still receiving support.

Anawim volunteers are also encouraged to apply for paid roles within Anawim as part of our new recruitment model. We are proud of the pathways we have developed into volunteering and employment for women at Anawim, and over the last 12 months have had one woman join Anawim's staff team, and another come through as part of the new Champion programme.

Other volunteer opportunities available include Drop-in Volunteer, Volunteer Tutors, Volunteer Caseworker and Duty Caseworker positions. Volunteer Caseworkers are paired with a caseworker specialising in their area of interest and gain experience supporting with a caseload after a period of observation and training. Most volunteer roles are client facing and provide training and experience for volunteers seeking employment in this field, or who just want to give back. Volunteers are included in our events and training and are made to feel part of the team. We are looking to embed further processes surrounding volunteers at Anawim to enable more efficient working, such as ensuring volunteers have access to all training opportunities via our online training portal.

As part of the 5-year plan, we are making progress with expanding and further integrating our volunteers into the organisation, including allocating more responsibility for volunteer supervision out to staff teams, providing staff with more experience in supporting volunteers, and developing volunteers' roles to ensure they are gaining a well-rounded experience.

PARTNERSHIPS

Anawim greatly values the wide variety of partnerships that have been developed through the years and acknowledge that a significant amount of the work undertaken by the charity is reliant on the support of partners, commissioners, and funders. Over the last 12 months, we have received invaluable support from the Office of the Police and Crime Commissioner, HMPPS Women's Directorate and the Probation service, particularly from Tom McNeil, Jack Tracey, Imogen Cheatham, Claire Rushton, and Susie Bateson, amongst others. Birmingham University remains a committed partner with us on the WRNA project as well as other research projects. Jericho has provided us with our Charity shop space, and works with us on building work, joint courses and training.

In addition, our partnerships with NHS England enable the Ardenleigh Blended Service, CAMEO, and ACCESS within HMP Foston Hall, and the Criminal Justice Recovery Service (formerly Liaison and Diversion) to continue and flourish. None of this work would be possible without the support of Birmingham and Solihull Mental Health Foundation trust. Furthermore, delivering the Community Rehabilitation Service and New Chance in conjunction with the Regional Women's Justice Partnership enables us to cover the whole of the West Midlands region.

Amongst other agencies and individuals who support us regularly by delivering courses and activities we are also grateful to have Sarah Vogel who delivers her Confidence course, the National Literacy

trust who bring a guest author each month and support creative writing and Phoenix Psychology who deliver our specialist trauma courses and also provide staff with the required clinical supervision and counselling needed to manage handling our women's stories and personal accounts of trauma.

Anawim staff regularly attend a range of forums, take part in consultations and meetings discussing strategy, including contributing to the Violence Against Women and Girls strategy and Creating a Mentally Healthy City, including:

- Women and Girls in the CJS
- Mentally Healthy City
- Regional Sex Worker Forum
- Reducing Re-offending
- Regional Offender Forum
- Regional Volunteers Coordinators
- Safeguarding Roundtable
- Money Advice

THANK YOU

Anawim would like to thank the following funding bodies for their continued financial support:

Barrow Cadbury, Funding for Women's Development Initiative and CEO engagement and comms in the women's and wider criminal justice sector

Ministry of Justice, Support for Core running costs

The JABBS Foundation, Residential unit and Support Workers, WRNA, Prison in-reach, project management, development, and therapeutic courses

Our Lady of Chairty, Core costs - contribution towards Finance Manager

Women In Prison, Community Connections in Prison

The Pilgrim Trust, Family Support

Henry Smith, Multiple & Complex Needs and Drop In services

West Midlands Police and Crime Commission, New Chance, IDVA Support and Intensive Supervision Court

Energy Redress Scheme, Drop In

William Cadbury, Drop In Support Services

Crisis UK, Housing Support

The National Lottery Community Fund, Drop In Support Services

Birmingham and Solihull Mental Health NHS FT [funding stream] from NHS England], Cameo Unit - Foston Hall, Liaison & Diversion (now Criminal Justice Recovery) and Blended Services at Ardenleigh Forensic mental health hospital

Charles Hayward Foundation, Prison in-reach officer

The Shaw Trust, Activity Hub

The Goldsmiths Company Charity, Prison in-reach

Sheepdrove, Prison in-reach

National Probation Service, Access project - Foston and Community PD at Cowley

Changing Lives, Community Rehabilitation Service

Birmingham City Council, Refuge Space in Dawn House

Public Health, Mental Health Services

IAPT (Improving Access to Psychological Therapies), counselling

Penny Appeal, Counselling Support to women affected by DA (Domestic Abuse)

The Society of the Holy Child Jesus, Support for our volunteers

The Coutts Foundation, Unrestricted Funding

The Eveson Trust, Unrestricted Funding

The Garfield Weston Foundation, Unrestricted Funding

The John Armitage Charitable Trust, Core Funding

Additional thanks go out to the many people who donate clothes, toys, food, and household goods regularly, as well as those who support Anawim through their services, including:

- Christine Balogun
- Joanne Corkery
- IBIT Solutions
- Charisma Design & Print Ltd
- Gowling WLG
- Solihull Soroptimists
- Edgbaston Foundation @ Edgbaston Cricket Ground
- National Women's Justice Coalition
- Northbridge Digital Ltd
- FareShare
- The Clock Pub Balsall Heath
- The Jungle Club, Moseley
- Ark Tindall Primary Academy
- Phoenix Psychological Services Ltd
- University of Birmingham
- Liv's Solihull
- Bournville School
- Enki King's Heath
- Change Kitchen
- Catholic Church of Saint Augustine England
- Devereux Data
- ARC Alarms 15
- FirstcomEurope
- GW Electrical
- Jericho Foundation

- The Barston Association
- Grand Union
- Al Abbas Islamic Centre
- Saint John and Monica Primary School
- Angelina Adamo at Tutto Apposto
- Seventh Circle Gallery
- Hare of the Dog Comedy
- The Heath Bookshop
- Selextorhood
- School of Abolition
- The Gift Shop, Moseley
- Tammy Facet at Jim + Henry
- Sufi Trust
- The Juke Pub
- John Lewis
- B&Q

A huge thank you to all of Anawim's dedicated volunteers without the continued support of its volunteers who, year after year, continue to enrich our centre with their dedication, care and commitment.

Financial Review

Summary

The accounts cover all activities controlled by the charity.

During the year to 31 March 2023, Anawim received income of £2,167,114 (2022: £1,888,471) and incurred total expenditure of £2,179,344 (2022: £1,862,616). After including a net loss of £12,783 in the value of its investments, the charity saw a decrease in its total funds of £25,013 in the year. The growth in income and expenditure reflects Anawim's respected status as a reliable service partner by national and local government departments and by charitable foundations who trust Anawim to deliver services and change programmes for women. In particular, Project Management and Dawn House activities generated significantly more income than the prior year.

At 31 March 2023 the charity held cash and bank deposits of £614,340 (2022: £656,123) and investments of £94,803 (2022: £205,746). Some of the charity's investments were encashed in the year.

The charity's reserves and cash positions are satisfactory and the Board of Trustees believe that it is appropriate to adopt the Going Concern Basis in the preparation of these financial statements.

Reserves Policy

At the year-end 31 March 2023, the charity had unrestricted general reserves of £362,032 (2022: £350,632). This is compliant with the reserves policy but represents a small proportion of Anawim's total cost base.

However, the charity also held unrestricted funds which are designated for specific purposes:

1. £87,519 (2021: £117,510) which was designated by trustees to ensure funding for the CEO position is sustained. £29,991 was released during the year to fund these costs and the balance is expected to be spent over the next four years.
2. £1,176,520 (2021: £1,216,975) known as the Fixed Assets Fund represents the main operating premises in Balsall Heath, fixtures and fittings which are central to the operation of the charity and so these are not funds that can be readily realised or used for other purposes.

Including all of the above, and restricted funds of £468,280, the charity's total reserves stood at £2,094,351 (2022: £2,119,364).

The Board has maintained its policy to maintain unrestricted funds not committed or invested in fixed assets i.e. 'free reserves', at a level of between twelve and twenty-four months of unrestricted expenditure. In the light of activities and funding, this should provide sufficient funds to continue the current activities of the charity, provide for core posts and give sufficient time to consider and replace existing funding sources should there be a significant change in present funding arrangements. As at 31 March 2023 the reserves policy was complied with and free reserves equated to about one year and two months unrestricted expenditure.

With the uncertainties in the economy, the trustees continue to note the importance of maintaining adequate reserves to maintain and adapt services in response to rapidly changing circumstances.

The charity will continue to strive towards operating within its available funding during the next financial year. The Board is acutely aware that most of the charity's activities are driven by restricted funding and hence, costs must be managed accordingly. Any core costs not covered by restricted funds still need to be met to keep the charity in operation, so raising sufficient unrestricted funds in future to comply with the reserves policy is crucial.

The reserves policy will continue to be reviewed annually.

Investment Policy

There are no restrictions on Anawim's power to invest.

A donation from The Fairlight Trust in 2017 led to the Board of Trustees investing funds of £200,000 in a portfolio of assets with the aim of giving increased certainty to the future of Anawim. In the year to 31 March 2023, further capital of £100,000 was released from the investment portfolio and with net investment losses of £12,783, the value of the investments decreased to £94,803. While losses are not desired but given the general state of the economy and investment markets, the trustees consider the performance of the investment to be satisfactory. Income of £7,904 was generated from the portfolio and utilised in funding the core running costs of the charity.

The trustees reviewed the approach to investments in December 2020 and adopted a revised investment policy statement. The key elements of the investment policy are as follows:

1. Expert Advice.

The Trustees can delegate management of any investments to a Financial Expert, defined in the charity's Articles of Association as an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000.

2. Risk

The Trustees acknowledge that to achieve acceptable and sustainable long term returns some degree of risk is necessary. The main risk is to the long-term sustainability of the investments is inflation and the assets should be invested to mitigate this risk over the long term. The Trustees accept that the investments are likely to be concentrated in real assets such as equities and property and the short-term value of these assets can fluctuate. To mitigate these fluctuations the Trustees wish to diversify their portfolio.

3. Liquidity

Investments must have appropriate liquidity with 80% realisable within one month.

4. Currency

The majority of the investments should be held in sterling denominated instruments.

5. Responsible Investment:

The Charity wishes to adopt a responsible investment approach seeking sustainable long-term returns, using exclusions, integration, and social and governance considerations across all asset classes and engagement throughout ownership. In line with its ethos and values, investments should be chosen to make a positive impact on people and the planet.

The designated investment firm must be able to demonstrate a rigorous ethical, social and governance policy in its approach to investments.

Following this review, the charity's investment portfolio was moved from a bespoke managed portfolio to the Cazenove Responsible Multi Asset Fund.

It is the Trustees' view that there are not sufficient surplus funds at the present time to increase this investment. Any other surplus funds are deemed short term and, therefore, these monies are invested in readily accessible bank deposit accounts.

PLANS FOR THE FUTURE

Anawim continues to operate in a turbulent socio-economic context with a General Election on the not-too-distant horizon and all the uncertainty that might bring to gender policy decisions and funding. The financial difficulties faced by Birmingham City Council (bankruptcy) will undoubtedly put additional pressures on the city's statutory service provision, further compounding the needs of vulnerable women in the community and increase the demand for Anawim's key services. With a robust and ambitious 5-year organisational strategy in place, and the right people to ensure its delivery, the Trustees feel confident that Anawim is in a strong position to pivot and adapt in order to continue to provide an impactful service for women in the city. Following recent further investment in Anawim's fundraising and development capacity, Anawim is set to develop and implement an ambitious fundraising and communications strategy in order to diversify the funding base and journey towards financial sustainability.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Anawim-Birmingham's Centre for Women is a charitable company limited by guarantee and set up by a Memorandum of Association Dated 20 November 2014.

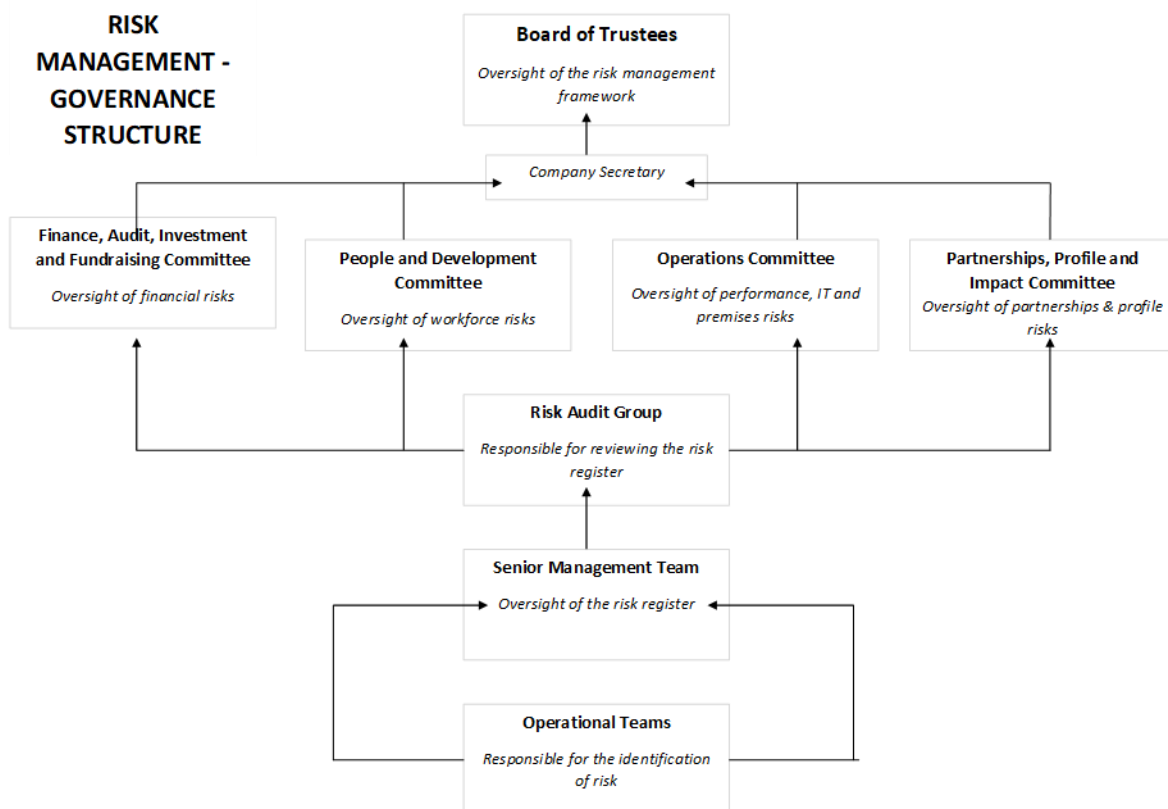
During 2022/23 Trustees resolved to change the name of the charity from "Anawim – Women Working Together" to "Anawim – Birmingham's Centre for Women" with the change subsequently formally registered with Companies House and the Charity Commission.

The charity's two Foundation Partners (The English Province of Our Lady of Charity of the Good Shepherd and Father Hudson's Care) each has the right to nominate three trustees to the Board of Trustees (the Board) and the Board has no role in the selection or nomination of these trustees. Anawim's Board does have the right to appoint an additional eight trustees and the right to co-opt a further two trustees. These appointed trustees are recruited by external advertisement. The Board recognises the need to diversify the age and ethnicity of members and to encourage service user involvement and this forms part of the continuing work on governance.

The Board recognises the need for new trustees to receive adequate training on their role and responsibilities and to be familiar with the charity's activities, ethos and values and has established a formal induction process to ensure that, from the outset, trustees are equipped with the information to help them to be effective in their role. The Board also recognises that all trustees should receive training and support and during 2022/23 a Governance Workshop was held during which trustees were able to develop their understanding of assurance and the role they have in ensuring there is effective oversight of Anawim's strategic objectives.

Risk Management

During the year Trustees have further enhanced the approach to risk management by establishing a risk management governance structure as described below:



To support this structure Trustees also approved a risk management process that sets out how new and established risks are managed and how those risks are audited and then reported to Trustees.

These new developments have provided Trustees with greater assurance that the major strategic, business, and operational risks faced by Anawim are being effectively managed.

Strategic Risk

Having approved a Five-Year Strategic Plan in October 2021, Trustees, during 2022/23, identified and approved the following five strategic risks and agreed their risk appetite in relation to each:

- There is a risk that Anawim does not have enough of the right people, in the right place, at the right time and that this will result in an inability to deliver services and fulfil contractual obligations.
- There is a risk that Anawim's key partnerships are not maintained and that this will restrict Anawim's ability to maintain levels of operational services.
- There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.
- There is a risk that Anawim fails effectively manage expenditure and resources and that this could create instability and call into question Anawim's sustainability.
- There is a risk that the external environment becomes hostile to a degree that Anawim's strategic objectives are compromised to ensure that major strategic, business, and operational risks are managed effectively.

Trustees will review these strategic risks and the risk appetite in relation to them during 2023/24 to ensure that they are appropriately mitigated and that Anawim is responsive to changing circumstances.

Safeguarding

Anawim has an established Safeguarding Policy which Trustees review on an annual basis, approving any changes that are deemed necessary. In this way Trustees are assured that Anawim's policy and practice reflects current legislative requirements and that it mirrors relevant guidance. Under the terms of the Safeguarding Policy, an annual training programme for staff and volunteers has been established and a Designated Safeguarding Lead is in place. The Designated Safeguarding Lead reports to the Chief Operating Officer and provides regular safeguarding reports to Trustees through attendance at the Operations Committee, a designated sub-committee of the Board of Trustees.

Reputation

Recognising that the risk to reputation that Anawim might be exposed to, Trustees identified the following risk as one of the five strategic risks faced by Anawim:

There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.

Trustees will review this risk, along with the other strategic risks, during 2023/24 to ensure that it can be responsive to changes in the external environment.

Organisational Structure

The Trustees (listed on page 1) are responsible for the general control and management of Anawim. They receive no remuneration or other financial benefit for this role, with the exception of one trustee, disclosed in note 5.

Trustees approved a committee structure and a scheme of delegation during 2020/22 and during 2022/23 the following four committees operated according to their individual terms of reference and reported to the Board of Trustees using an assurance reporting framework.

1. Operations Committee
2. People and Development Committee
3. Partnerships, Profile and Impact Committee
4. Finance, Audit, Investment and Fundraising Committee

Under the scheme of delegation, the Board of Trustees has retained some key responsibilities for itself, but establishing a committee structure has allowed the Board's focus to be on strategy and oversight.

The day-to-day running of Anawim is delegated to the Chief Executive Officer and Senior Management Team (listed on page 1) as well as a team of paid and unpaid staff and volunteers. The pay of the Chief Executive Officer, senior managers and all staff is reviewed annually and is normally increased to reflect a cost-of-living adjustment and the nature of the role and responsibilities. In view of the nature of the charity the Trustees benchmark against pay levels in other charities.

STATEMENT OF THE BOARD OF TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

The Trustees, who are also directors of Anawim – Birmingham's Centre for Women for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and: select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis. The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions. Each of the directors, who held office at the date of approval of this Trustees' Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information.

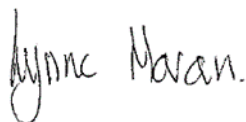
Connected Charities

The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

The English Province of Our Lady of Charity of the Good Shepherd CIO Brentano Solar House 915 High Road London N12 8QJ Charity registration number – 1163502

Father Hudson's Care Coventry Road Coleshill Birmingham B46 3ED

This Trustees Report was approved by the Trustees on 12 December 2023 and signed on their behalf.

A handwritten signature in black ink that reads "Lynne Moran". The signature is written in a cursive style with a large initial 'L'.

Lynne Moran

Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ANAWIM

Opinion

We have audited the financial statements of Anawim – Birmingham Centre for Women for the year ended 31 March 2023 which comprise the Charitable Company Statement of Financial Activities, the Charitable Company Balance Sheet, the Charitable Company 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 our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of the charitable company's net movement in funds, including the 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 Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and the strategic report and the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Charity Commission, GDPR, health and safety regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP (2019) and the Charities Act 2011, and tax regulations.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition, and management override of controls. Audit procedures performed by the engagement team included.

- Enquiries with management and inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing the controls and procedures of the charity relevant to the preparation of the financial statements to ensure these were in place throughout the year, including during the Covid-19 remote working period;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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.

A further description of our 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 our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Siobhan Holmes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London

EC4R 1AG

Date: 18 December 2023

ANAWIM – BIRMINGHAM CENTRE FOR WOMEN
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted General 2023 £	Unrestricted Designated 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
INCOME FROM:						
<i>Donations and legacies</i>						
General donations	2	173,572	-	-	173,572	198,165
<i>Charitable activities</i>						
Criminal Justice/Diversion		-	-	199,843	199,843	202,000
Courses		-	-	-	-	24,682
Drop In		-	-	215,693	215,693	28,587
Prison In-reach		-	-	302,777	302,777	356,863
Project Management		-	-	450,301	450,301	351,000
Probation		-	-	180,719	180,719	168,560
Dawn House		-	-	374,316	374,316	165,456
Mental Health		-	-	213,251	213,251	254,795
Counselling		-	-	43,395	43,395	8,310
Residential		-	-	-	-	-
Policy Work		-	-	-	-	-
Hardship		-	-	448	448	-
Multiple & Complex Needs		-	-	-	-	115,594
Bank interest		-	-	-	-	-
Investment		-	-	7,904	7,904	-
Other income		4,895	-	-	4,895	14,459
TOTAL INCOME		178,467	-	1,988,647	2,167,114	1,888,471
EXPENDITURE ON:						
<i>Charitable activities</i>						
Criminal Justice		45,076	-	206,762	251,838	242,906
Courses		-	-	-	-	41,175
Prison Outreach		33,971	-	352,438	386,409	335,619
Probation		25,437	-	180,728	206,165	153,814
Dawn House		-	-	297,698	297,698	278,184
Mental Health		-	-	198,490	198,490	234,198
Counselling		8,265	-	44,081	52,346	19,281
Residential		-	-	-	-	-
Policy/funding core		-	-	-	-	-
Funding/hardship		1,467	-	24,261	25,728	-

Project Management		10,881	29,992	388,402	429,275	319,444
Drop In		-	-	-		81,010
Multiple & Complex needs		-	-	-		156,985
Central Services		54,528	69,270	207,597	331,395	-
TOTAL EXPENDITURE	4	179,625	99,262	1,900,457	2,179,344	1,862,616
Net (loss)/gains on investments	8	(12,783)	-	-	(12,783)	10,289
NET (EXPENDITURE)/INCOME		(13,941)	(99,262)	88,190	(25,013)	36,144
TRANSFER BETWEEN FUNDS	12	25,341	(40,455)	15,114	-	-
NET MOVEMENT IN FUNDS		11,400	(139,717)	103,304	(25,013)	36,144
TOTAL FUNDS brought forward		350,632	1,403,756	364,976	2,119,364	2,083,220
TOTAL FUNDS carried forward		362,032	1,264,039	468,280	2,094,351	2,119,364

All amounts derive from continuing operations. Full comparative figures for the year ended 31 March 2023 are shown in note 19. The notes on pages 42-56 form part of these financial statements.

The statement of financial activities includes all gains and losses recognised in the year. All capital donations were fully spent in the year.

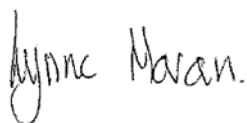
BALANCE SHEET

Registered Company Number: 93222109

FOR THE YEAR ENDED 31 MARCH 2023

		2023		2022	
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	7	1,176,520		1,216,975	
Investments	8	94,803		205,746	
			<u>1,271,323</u>		<u>1,422,721</u>
CURRENT ASSETS					
Debtors	9	360,250		156,190	
Cash at bank and in hand		614,340		656,123	
		<u>974,590</u>		<u>812,313</u>	
CURRENT LIABILITIES					
CREDITORS: amounts					
falling due within one year	10	<u>(151,562)</u>		<u>(115,670)</u>	
NET CURRENT ASSETS			<u>823,028</u>		<u>696,643</u>
NET ASSETS			<u>2,094,351</u>		<u>2,119,364</u>
FUNDS					
Unrestricted funds	13		362,032		350,632
General designated	13		1,264,039		1,403,756
Restricted funds	12		468,280		364,976
			<u>2,094,351</u>		<u>2,119,364</u>

These financial statements were approved by the Trustees on 12 December 2023 and signed on their behalf



Lynne Moran
Chair of Trustees

The notes on pages 42-56 form part of these financial statements.

ANAWIM – BIRMINGHAM CENTRE FOR WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Cash flows from operating activities	17	(144,268)	45,728
Cash flows from investing activities			
Purchase of tangible fixed assets		(6,616)	(28,618)
Proceeds from sale of property, plant and equipment		-	235
Proceeds from sale of investments		98,160	-
Interest received		3,037	73
Dividends received		7,904	12,260
Cash provided by / (used in) cash and cash equivalents in the year	A	(41,783)	29,678
Cash and cash equivalents at the beginning of the year		656,123	626,445
TOTAL CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		614,340	656,123

A) Analysis of changes in net cash funds	At 31 March 2022 £	Cashflows £	At 31 March 2023 £
Cash in hand	656,123	(41,783)	614,340
Total cash and cash equivalents	656,123	(41,783)	614,340

B) Analysis of changes in net debt	At 31 March 2022 £	Cashflows £	At 31 March 2023 £
Cash in hand	656,123	(41,783)	614,340
Total	656,123	(41,783)	614,340

ANAWIM – BIRMINGHAM CENTRE FOR WOMEN

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) – second edition), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. These reports are prepared using pound sterling.

Anawim – Birmingham Centre for Women meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

General Information

Anawim – Women Working Together was incorporated on 20 November 2014 (company number: 09322109) and registered as a charity on 1 April 2015 (charity number: 1159706) in England and Wales. The Charity's registered office is 228 Mary Street, Balsall Heath, Birmingham, B12 9RJ.

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The trustees are acutely aware of the impact that the cost of living crisis may have on its funding and activities and will continue to regularly evaluate its financial position and forecasts to act promptly should financial hardship be envisaged. These regular reviews of our financial position, reserves levels and future plans gives Trustees confidence the charity remains a going concern for the foreseeable future.

Fund Structure

The charity maintains the following types of funds:

Restricted funds represent grants, donations and legacies received which are allocated by the donor for specific purposes.

General unrestricted fund represents unrestricted income which is expendable at the discretion of the trustees in the furtherance of the objects of the charity. Such a fund may be held in order to finance both working capital and capital investment.

Designated funds represent money designated by the trustees for specific charitable activities.

Income recognition

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Donations and legacies

Donations and gifts are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

Grants

Grants are recognised in full in the statement of financial activities in the year in which the charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

Income from charitable activities

Income from charitable activities is recognised as earned as the related services are provided. Income from other trading activities is recognised as earned as the related goods are provided.

Investment income

Investment income is recognised on a receivable basis once the amounts can be measured reliably.

Volunteers

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution made by the volunteers can be found in the trustees' annual report.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall support costs of each activity, is apportioned based on staff time attributable to each activity.

Tangible Fixed Assets

Tangible fixed assets are stated at cost less depreciation which is provided in equal annual instalments over the estimated useful lives of the assets. Assets costing more than £500 are capitalised.

The rates of depreciation applied to other assets are:

Fixtures, fittings and computer equipment	- 20% per annum
Motor Vehicles	- 20% per annum
Property	- 2 - 4% per annum

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Creditors and provisions

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

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the SOFA as incurred.

Rental charges are charged on a straight-line basis over the life of the lease.

Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management's best knowledge of the amount, events or actions, actual results ultimately differ from those estimates. The Trustees consider the evaluation of useful economic life of fixed assets to be the area of judgement and significant effect on the financial statements. Further details on these judgements are provided in the relevant section above.

2. DONATIONS AND LEGACIES

	2023	2023	2023
	Unrestricted	Restricted	Total
	£	£	£
<i>General donations</i>	32,214	-	32,214
Coutts Foundation	3,000	-	3,000
Garfield Weston	50,000	-	50,000
John Armitage	40,000	-	40,000
Eveson Charitable Trust	30,000	-	30,000
Other	18,358	-	18,358
	<u>173,572</u>	<u>-</u>	<u>173,572</u>

DONATIONS AND LEGACIES

	2022	2022	2022
	Unrestricted	Restricted	Total
	£	£	£
<i>General donations</i>	36,052	-	36,052
Coutts Foundation	30,000	-	30,000
Our Lady of Charity	50,000	-	50,000
Garfield Weston	2,000	-	2,000
Grimit Trust	75,000	-	75,000
Other	5,113	-	5,113
	<u>198,165</u>	<u>-</u>	<u>198,165</u>

3. INCOME FROM CHARITABLE ACTIVITIES

The English Province of Our Lady of Charity of the Good Shepherd provides a part time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2023 would be £12,360 (2021: £12,360).

4. ANALYSIS OF EXPENDITURE

	Direct costs Staff £	Direct costs Other £	Support Costs £	2023 Total £
Project	385,313	33,081		429,275
Management			10,881	
Central Services	252,268	24,599	54,528	331,395
Prison Inreach	317,081	35,357	33,971	386,409
Criminal Justice	172,979	33,783	45,076	251,838
Probation	151,515	29,212	25,438	206,165
Dawn House	263,580	34,118	-	297,698
Mental Health	158,826	39,664	-	198,490
Counselling	24,098	19,984	8,264	52,346
Hardship & Courses	-	24,261	1,467	25,728
	<u>1,725,660</u>	<u>274,059</u>	<u>179,625</u>	<u>2,179,344</u>

COMPARATIVE (2022)

	Direct costs Staff £	Direct costs Other £	Support Costs £	2022 Total £
Criminal Justice	195,766	24,688	22,452	242,906
Prison Outreach	281,795	27,656	26,168	335,619
Mental Health	167,031	48,906	18,261	234,198
Counselling	9,641	6,563	3,077	19,281
Courses	-	41,029	146	41,175
Probation	112,724	41,090	-	153,814
Dawn House	208,268	41,948	27,968	278,184
Drop In	63,393	11,301	6,316	81,010
Complex Needs	121,458	23,287	12,240	156,985
Project	310,736	8,708	-	319,444
Management				
	<u>1,470,812</u>	<u>275,176</u>	<u>116,628</u>	<u>1,862,616</u>

ANALYSIS OF EXPENDITURE (continued)

ANALYSIS OF SUPPORT COSTS

	2023 £	2022 £
Staff costs	-	-
Supervision	7,809	3,829
Travel and subsistence	5,135	4,399
Training	6,900	3,829
General office costs	43,269	11,302

Property costs	43,208	23,289
Legal and professional	26,231	7,106
Governance	-	12,199
Other	47,073	50,675
	<u>179,625</u>	<u>116,628</u>

GOVERNANCE COSTS	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Audit Fees	15,750	-	15,750
	<u>15,750</u>	<u>-</u>	<u>15,750</u>
	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Audit Fees	12,950	-	12,950
	<u>12,950</u>	<u>-</u>	<u>12,950</u>

5. NET INCOME FOR THE YEAR

	2023 £	2022 £
This is stated after charging/crediting Auditors remuneration (including VAT):		
Audit	13,250	10,900
Other Services	2,500	2,050
	<u>15,750</u>	<u>12,950</u>

One Trustees received remuneration of £480.00 in the current year in relation to consultancy services (2021: One Trustee received £480.00).

6. STAFF COSTS AND NUMBERS

	Total 2023 £	Total 2022 £
Staff costs were as follows:		
Salaries and wages	1,518,007	1,303,698
Social security costs	132,628	105,428
Pension contributions	66,021	57,619
Redundancy payments	9,004	4,067
	<u>1,725,660</u>	<u>1,470,812</u>

No employee received emoluments greater than £60,000 in the year ending 2022 or 2021. The total employee benefits of the key management personnel of the charity were £316,311 (2021: £364,365). The number of key personnel has increased during the year compared to the year before. During the

year, the decision was made to combine the service managers and project team to create the senior management team. This has been beneficial to the organisation as it has streamlined the operations and ensured smooth day to day running of the centre.

	2023 Number	2022 Number
The average number of employees during the year was as follows:		
Charitable activities	60	58
Support	11	8
	<u>71</u>	<u>66</u>

7. FIXED ASSETS

	Property £	Fixtures and fittings £	Motor vehicles £	Total £
Cost				
At 1 April 2022	1,315,218	112,136	-	1,427,354
Additions	-	6,616	-	6,616
Disposals	-	-	-	-
	<u>1,315,218</u>	<u>112,136</u>	<u>-</u>	<u>1,427,354</u>
At 31 March 2022	1,315,218	118,752	-	1,433,970
	<u>1,315,218</u>	<u>118,752</u>	<u>-</u>	<u>1,433,970</u>
Accumulated depreciation				
At 1 April 2022	152,881	57,499	-	210,380
Charge for the period	29,862	17,208	-	47,070
Disposals	-	-	-	-
	<u>182,743</u>	<u>74,707</u>	<u>-</u>	<u>257,450</u>
At 31 March 2023	182,743	74,707	-	257,450
	<u>182,743</u>	<u>74,707</u>	<u>-</u>	<u>257,450</u>
Net book value				
At 31 March 2023	1,132,475	44,045	-	1,176,520
	<u>1,132,475</u>	<u>44,045</u>	<u>-</u>	<u>1,176,520</u>
At 31 March 2022	1,162,338	54,637	-	1,216,975
	<u>1,162,338</u>	<u>54,637</u>	<u>-</u>	<u>1,216,975</u>

Anawim has signed a mortgage deed in favour of The JABBS Foundation over the lease and buildings known as Dawn House. The mortgage was a condition of the grant agreement which provided the funding for the building and staffing of Dawn House. A proportion of this grant might become repayable if the accommodation service at Dawn House is not continued for a period of 10 years. The Trustees regularly review the terms of the grant and do not anticipate that any funds will fall due for repayment under the mortgage.

8. INVESTMENTS

	Total 2023 £	Total 2022 £
Market value at 1 April	205,746	195,457
Additions	-	-
Disposal	(100,000)	-
Transfer of cash	-	-
(Loss)/Gain on investments	(10,943)	10,289
Market value at 31 March	94,803	205,746
Historical cost as at 31 March 23	100,000	200,000
Listed investments	94,349	204,912
Cash awaiting investment	454	834
Market value at 31 March 2023	94,803	205,746

9. DEBTORS: amounts falling due within one year

	Total 2023 £	Total 2022 £
Grant debtors	299,785	66,820
Prepayments & Accrued income	60,465	89,370
	360,250	156,190

10. CREDITORS: amounts falling due within one year

	Total 2023 £	Total 2022 £
Accruals and deferred income	68,148	53,275
Other taxes and social security	54,554	26,345
Other creditors	28,860	36,050
	151,562	115,670

11. OPERATING LEASE COMMITMENTS

At the year end, the company was committed to make the following payments in total in respect of operating leases.

	Equipment		Land and buildings	
	2023	2022	2023	2022
	£	£	£	£
Leases which expire:				
Within one year	4,209	3,451	17,000	17,000
Within two to five years	15,590	12,367	68,000	68,000
Greater than five years	-	-	431,266	448,266

12. MOVEMENT IN RESTRICTED FUNDS (2023)

	As at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
Revenue grants:					
<i>Barrow Cadbury</i>	6,953	15,000	19,038	(2,915)	-
Big Lottery	-	10,000	6,707	-	3,293
Birmingham City Council	-	50,733	50,733	-	-
Changing Lives	19,972	180,719	180,728	-	19,963
Charity Shop	-	358	778	420	-
Charles Hayward	3,222	-	3,222	-	-
Community PD	-	15,000	15,000	-	-
Crisis	-	25,000	20,394	-	4,606
Energy Redress Scheme	-	2,721	2,721	-	-
Food Bank Donations	825	-	825	-	-
Goldsmiths	7,522	50,000	24,098	-	33,424
Hardship	1,008	337	1,323	-	22
Henry Smith	26,899	120,000	107,684	-	39,215
Holy Society Child Jesus	-	10,000	10,000	-	-
IAPT	-	14,285	22,550	8,265	-
JABBS	190,916	712,916	629,086	-	274,746
MOJ	-	24,658	25,733	1,075	-
NHS England	47,129	378,645	385,804	6,921	46,891
NPS	2,203	12,879	15,082	-	-
Our Lady Of Charity	-	17,000	17,000	-	-
Penny Appeal	-	19,110	11,532	-	7,578
Public Health	7,416	-	7,416	-	-
Service Charge	-	310	310	-	-
Sewing Machine	-	221	-	-	221
Shaw Trust	5,948	23,128	29,131	55	-
Sheepdrove	29,268	35,000	39,079	-	25,189
The Pilgrim Trust	10,000	-	10,000	-	-

West Midlands Police	-	164,967	166,260	1,293	-
William Cadbury	-	20,000	20,000	-	-
WIP (Lloyds)	-	4,000	4,000	-	-
Women In Prison (Tampon Tax)	-	74,223	74,223	-	-
Other restricted reserves	5,695	7,437	-	-	13,132
Carried forward	364,976	1,988,647	1,900,457	15,114	468,280

12. MOVEMENT IN RESTRICTED FUNDS (2022)

	As at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
<i>Revenue grants:</i>					
Jabbs Foundation – Dawn House	38,212	137,410	(201,878)	26,256	-
Jabbs – Prison and Outreach	42,955	-	(20,485)	-	22,470
Jabbs – Project Management	90,202	200,000	(174,578)	-	115,624
Oak Foundation-Money Advice	6,459		(6,459)	-	-
WMP – New Chance	7,452	135,000	(142,452)	-	-
HS2 – Out of the Shadows	7,810	4,787	(12,597)	-	-
Other restricted reserves	128,950	1,205,440	(1,114,890)	7,382	226,882
Carried forward	322,040	1,682,637	(1,673,339)	33,638	364,976

Birmingham Solihull Mental Health Foundation Trust provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liaison and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

JABBS Foundation supports Anawim with funding for Dawn House as well as some non-statutory work, and the prison in-reach which feed into Dawn House.

The Oak Foundation provided a grant for the provision of caseworkers.

Police & Crime Commissioner – provide a grant for New Chance work with women.

Birmingham and Solihull Mental Health NHS FT provide funding for Liaison and Diversion work with women [the funding stream for this work is from NHS England]

NPS funding for Personality Disorder and mentoring.

Pilgrim Trust have given a grant for the Family Support Service.

Barrow Cadbury Trust Support for the Women's involvement work & CEOs role in policy and development work.

HS2 - Out of the Shadows monies donated towards a drop-in centre project in Washwood Heath, with the aim of reaching women associated with domestic violence, sexual abuse and homelessness.

Smallwood Trust Have provided funding to support women with Life skills work.

Ministry of Justice One off grant to support with funding our core costs.

Henry Smith- Have given funding for our multiple and complex needs work including family support.

Transfers: During the year there were transfers from unrestricted funds to restricted funds to cover underfunded salaries and expenditure, and transfers for fixed assets that were purchased using restricted funds.

13 MOVEMENT IN UNRESTRICTED FUNDS

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	1 April 2022	Income	Expenditure	Transfers	31 March 2023
	£	£	£	£	£
General funds	350,632	178,467	(192,408)	25,341	362,032
<i>Designated funds</i>					
CEO Salary Designation	117,510	-	(29,991)	-	87,519
Fixed Assets Fund	1,216,975	-	-	(40,455)	1,176,520
Designated for Drop in, Domestic Abuse and Sexual Violence work	69,271	-	(69,271)	-	-
	<u>1,754,388</u>	<u>178,467</u>	<u>(291,670)</u>	<u>(15,114)</u>	<u>1,626,071</u>

The designated fund was set up with a transfer of £200,000 which relates to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd which is to be used for the salary of the CEO in the event that no other funding can be found. Fixed assets relating to Dawn House were designated in the year as these are to be used to fulfil Anawim's charitable objectives. The amount of £123,000 has been designated by the board to ensure that the

vital work around the drop-in service, domestic abuse and sexual violence can continue in the event that no other funding is awarded.

13 MOVEMENT IN UNRESTRICTED FUNDS

.

	1 April 2021	Income	Expenditure	Transfers	31 March 2022
	£	£	£	£	£
General funds	266,000	216,124	(116,628)	(14,864)	350,632
<i>Designated funds</i>					
CEO Salary Designation	136,431	-	(18,921)	-	117,510
Fixed Assets Fund	1,235,749	-	-	(18,774)	1,216,975
Designated for Drop in, Domestic Abuse and Sexual Violence work	123,000	-	(53,729)	-	69,271
	<u>1,761,180</u>	<u>216,124</u>	<u>(189,278)</u>	<u>(33,638)</u>	<u>1,754,388</u>

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £
Fixed assets			
Tangible fixed assets	1,176,520	-	1,176,520
Investments	94,803	-	94,803
Current assets	506,310	468,280	974,590
Current liabilities	(151,562)	-	(151,562)
	<u>1,626,071</u>	<u>468,280</u>	<u>2,094,351</u>

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £
Fixed assets			
Tangible fixed assets	1,216,975	-	1,216,975
Investments	205,746	-	205,746
Current assets	447,337	364,976	812,313
Current liabilities	(115,670)	-	(115,670)
	<u>1,754,388</u>	<u>364,976</u>	<u>2,119,364</u>

15. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purpose. The charity is not exempt from VAT which is included with the expenses to which it relates on the Statement of Financial Activities.

16. RELATED PARTY TRANSACTIONS

Anawim was previously a project of The Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd charity registration number 264140) which transferred the assets and liabilities and activities relating to the project to a new charity, Anawim – Women Working Together from 1 April 2020 as detailed within note 2. This Charity provided the services of the sisters who work in the project and financial support towards the finance manager salary.

Trustee remuneration and expenses have been disclosed in note 5.

17. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (loss)/income for the year	(25,013)	36,144
Depreciation charge	47,071	47,392
Interest received	(3,037)	(73)
Dividends received	(7,904)	(12,260)
Loss/(gain) on investments	12,783	(10,289)
Loss/(gain) on disposal of fixed assets	-	(235)
Decrease/(increase) in debtors	(204,060)	(59,365)
(Decrease)/increase in creditors	35,892	44,414
	<u>(144,268)</u>	<u>45,728</u>

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted General 2022 £	Unrestricted Designated 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
	Note					
INCOME FROM:						
<i>Donations and legacies</i>						
General donations	2	198,165	-	-	198,165	175,717
<i>Charitable activities</i>						
Criminal Justice/Diversion		-	-	202,000	202,000	221,506
Courses		-	-	24,682	24,682	51,341
Drop In		-	-	28,587	28,587	16,264
Prison Inreach		-	-	356,863	356,863	207,834
Project Management		-	-	351,000	351,000	254,625
Probation		-	-	168,560	168,560	-
Dawn House		-	-	165,456	165,456	-
Mental Health		-	-	254,795	254,795	204,477
Counselling		-	-	8,310	8,310	13,927
Residential		-	-	-	-	322,626
Policy Work		-	-	-	-	32,812
Hardship		-	-	-	-	13,027
Multiple & Complex Needs		-	-	115,594	115,594	228,070
Bank interest		-	-	-	-	258
Other income		7,669	-	6,790	14,459	47,940
TOTAL INCOME		205,834	-	1,682,637	1,888,471	1,790,424
EXPENDITURE ON:						
<i>Charitable activities</i>						
Criminal Justice		22,452	-	220,454	242,906	266,124
Courses		146	-	41,029	41,175	39,868
Prison Outreach		26,168	-	309,451	335,619	270,299
Probation		-	-	153,814	153,814	-
Dawn House		27,969	-	250,215	278,184	-
Mental Health		18,261	-	215,937	234,198	250,292
Counselling		3,077	-	16,204	19,281	13,811
Residential		-	-	-	-	297,463
Policy/funding core		-	-	-	-	41,188
Funding/hardship		-	-	-	-	9,197
Project Management		-	18,920	300,524	319,444	219,432
Drop In		6,316	27,227	47,467	81,010	71,511
Multiple & Complex needs		12,238	26,503	118,244	156,985	226,065
TOTAL EXPENDITURE	4	116,627	72,650	1,673,339	1,862,616	1,705,250
Net gains on investments	8	10,289	-	-	10,289	16,639

NET INCOME	99,496	(72,650)	9,298	36,144	101,813
TRANSFER BETWEEN FUNDS	(14,864)	(18,774)	33,638	-	-
NET MOVEMENT IN FUNDS	84,632	(91,424)	42,936	36,144	101,813
TOTAL FUNDS brought forward	266,000	1,495,180	322,040	2,083,220	1,981,407
TOTAL FUNDS carried forward	350,632	1,403,756	364,976	2,119,364	2,083,220

ANAWIM - BIRMINGHAM-S CENTRE FOR WOMEN LIMITED

England & Wales - Charity number 1159706

Accounts

**ANNUAL REVIEW
& FINANCIAL
STATEMENTS
2022**

ANAWIM – WOMEN WORKING TOGETHER

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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REFERENCE AND ADMINISTRATIVE DETAILS

TRUSTEES [1 April 2021 to 31 March 2022]

Anne Josephine CARR
Mary CASEY [Appointed 16.09.21]
Nicola Jane CLARKE [to 17.06.2021]
Matilda Sinead COLLIER
Robin Wayne DANIELS
Puja Mukeshkumar DESAI
Ruth DRAPKIN [to 17.06.2021]
Monica GHAI [Appointed 13.10.2021]
Janet HEMLIN
Siobhan HUGHES [Appointed 28.10.2021]
Rosemary KEAN
Paula Ann MITCHELL
Lynne MORAN

TRUSTEES [1 April 2022 to date of Signing 2022]

Harriet BIGNELL [Harry] [appointed 23.06.2022]

ANAWIM SENIOR MANAGEMENT TEAM

Donna Lewis – Chief Operations Officer
Hannah Ruff – Finance and Contracts Manager
Gina Graham – Service Manager
Emily Johnson – Fundraising & Communications Manager
Hannah Johnson – Volunteer & Counselling Manager
Issha Barr – Service Manager

CHIEF EXECUTIVE

Joy Doal MBE

PRINCIPAL AND REGISTERED ADDRESS

228 Mary Street
Balsall Heath
Birmingham B12 9RJ

AUDITORS

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

SOLICITORS

Higgs LLP
3 Waterfront Business Park
Brierley Hill
Dudley DY5 1LX

INVESTMENT MANAGER

Cazenove Capital Management
12 Moorgate
London
EC2R 6DA

BANKERS

National Westminster Bank Plc
Kings Heath
Birmingham
B14 7LQ

Our Values

Anawim believes in the intrinsic **value** of every person and **welcomes** each woman, **without judgement**.

TRUSTEES REPORT

The Trustees submit herewith the report and financial statements of Anawim – Women Working Together (Anawim) for the year ended 31 March 2022. The financial statements have been prepared in accordance with the accounting policies set out on pages 30-32 and comply with The Charities Act 2011 and the Statement of Recommended Practice for charities (SORP 2015) (Second edition effective 1 January 2019).

MISSION STATEMENT

Anawim provides trauma responsive services including holistic support and advocacy in Birmingham to enable women to reach their potential.

OUR VISION

A world where women and girls are safe, free, valued and empowered members of society.

OUR VALUES

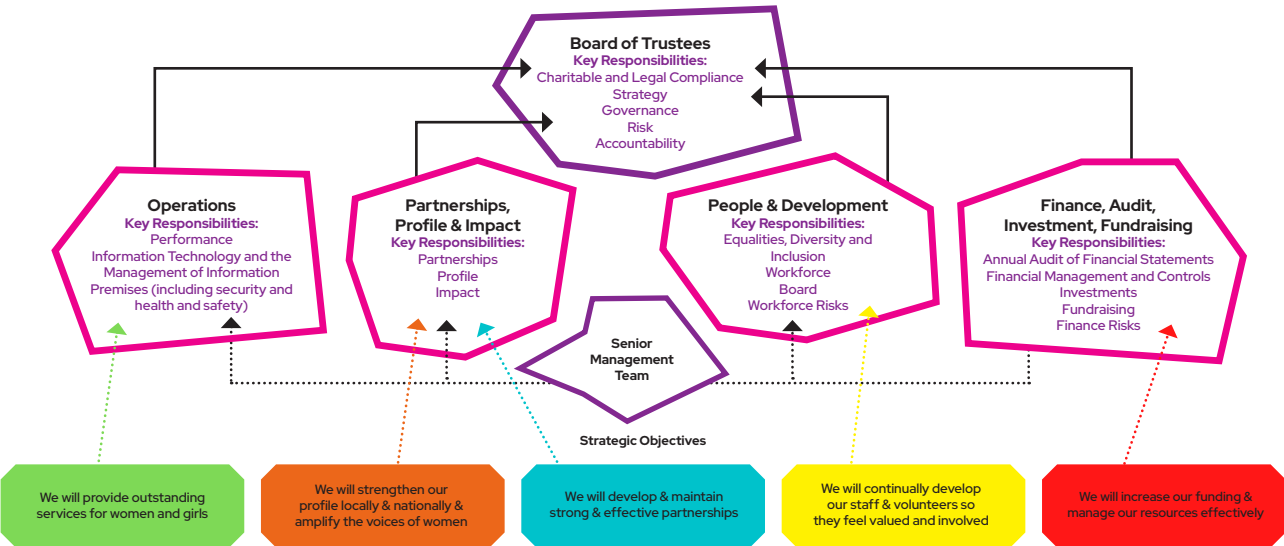
Anawim believes in the intrinsic value of every person and welcomes each woman – without judgement. We are deeply committed to listening to the women and building services around their needs. We help women to navigate the complex challenges they are facing and we do all that we can to support them for as long as they need us. Anawim empowers women to make positive changes to turn their lives around, helping them – one step at a time – to become independent. We want the best for the women and to make sure their basic needs are met. We won't rest until we've done all we can to keep them safe.

A WORD FROM ANAWIM'S CHAIR OF TRUSTEES

"As we emerge from the COVID pandemic, we head into a cost of living crisis that has yet to be felt in its entirety. We anticipate that Anawim staff will experience an increase in women who need assistance. I have every confidence that the organisation will step up levels of service delivery but we shall have to assess the impact given the pressures upon our partner statutory services. The Board has been concentrating on a 5-year strategic plan so that we look ahead and tighten up our decision making. We are strengthening our governance practice to ensure that the organisation is fully fit for purpose. Outlined below is an illustration of our governance structure and how our 5-year strategic plan is linked into the structure.

I am grateful to Anawim Trustees for their diligence and their patience and I want to record my appreciation to the Board of Trustees who give their time generously. We could not do our business without you. As always, staff are ready to respond to calls for participation as we seek to jointly understand how we measure "what works" and how we make a difference to the women we serve."

Lynne Moran, Anawim Chair of Trustees



STRATEGIC AIMS

We will provide outstanding services for women and girls

We will strengthen our profile locally & nationally & amplify the voices of women

We will develop & maintain strong & effective partnerships

We will continually develop our staff & volunteers so they feel valued and involved

We will increase our funding & manage our resources effectively

A WORD FROM ANAWIM'S CEO

"It has been a year of coming out of Covid-19. We are trying to build the centre back into the vibrant, thriving place it used to be. It has not been easy, especially as the operations team who used to manage the centre and the timetable of activities were all made redundant. We have moved from every woman having her own dedicated caseworker, which had caused a bottleneck and waiting lists, to a much more open access way of operating. We have invested much of our time in extending the opening hours of Drop-in and maintaining the helpline and on-line chat, introducing a duty system so caseworkers cover reception dealing with enquiries as they arrive and welcoming women in for courses. Slowly the timetable is returning and we are opening up courses to the local community.

We have set with the staff and board 5 strategic aims, and are working on action plans under each which will make them a reality. Early on in the process, we set some parameters. We agreed that we do not want to grow geographically – there is enough need in Birmingham to keep us busy! We agreed that although we are here for every woman whatever her need, there are a couple of very specific needs, which are outside of our areas of expertise – trafficked, refugee and women with no recourse to public funds. Of course, we welcome and support women in these situations but we cannot provide the specialist advice they require.

We agreed to remain offering holistic support, which can continue as long as the woman needs it, as we recognise the trauma of short timescale support that forces the woman to retell her story multiple times and for each need. Women's needs intersect; she cannot be effectively supported by dissecting her experience into separate sections. However, we recognise that some needs cannot be entirely met by our staff but they can hand hold her to services and we can develop partnerships to bring services to us.

We have been reviewing our funding base and consulting with our largest single funder on how to broaden and diversify, hence we are looking into recruiting into fundraising roles and developing our communications and marketing. We have worked hard this year to strengthen our governance and encourage increased involvement from trustees. We have 4 established committees now – People & development, Profile, Partnerships & Impact, Finance, Audit, Investments & Fundraising and Operations.

We have been working with the other women's centres to establish the National Women's Justice Coalition, helped greatly by the appointment of a director Abbi Ayers. We are looking together at anti-racism, shared messaging, potential governance structures and the implementation of the Unified Probation contracts among others. We have also been looking into developing a Birmingham women's network, it is in early stages but would be a great place for support, sharing practice and resources. It has been another busy and productive year for us."

Joy Doal, Anawim CEO



WHAT HAVE WE ACHIEVED?
- A BRIEF OVERVIEW

Learning from the Covid pandemic, Anawim has thought considerably about how we can increase our capacity to support more women. We continue to provide access to immediate support, no-referral necessary, through Drop-in, our helpline and live chat services, and we are pleased to have extended this model to our weekly timetable. Where previously women needed a dedicated caseworker in order to access Anawim’s core services, women can now attend events and weekly activities even if they have had no previous contact with the centre. Additionally, our new model has allowed us to improve access to our counselling service by referring women directly through Drop-in rather than by an assigned caseworker. To accommodate this new approach, we are pleased to have been able to secure funding to extend our Drop-in hours to 9am to 4.30pm, meaning we can now offer a full day of service delivery every Monday to Friday.

While we are committed to working with more women through an increasing open-access service, specialist, longer term support is still a hugely important part of what we do. Women who present at Drop-in with experiences of domestic abuse, sexual abuse or multiple and complex needs will be referred to our specialist services, working with experienced caseworkers who are trained in their fields. With our new model in place, waiting lists for these types of support will be reduced and our specialist workers freed up to provide in-depth casework, research their specialism and pass on their knowledge, ensuring the quality of our service is constantly improving.



A SUMMARY OF ANAWIM’S PURPOSE AS
SET OUT IN OUR GOVERNING DOCUMENTS

The objects of the Charity (the “Objects”) are, for the public benefit, the promotion of social inclusion by preventing vulnerable women and members of their families from being socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society by all means that are charitable in law.

3.2 For the purposes of Article 3.1:

3.2.1 “socially excluded” means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender); and

3.2.2 “vulnerable women” means women who have been, or are at risk of being, physically, sexually, emotionally or psychologically abused or experienced homelessness, mental, physical health or substance misuse problems or involved in prostitution.

During the year, the Board of Trustees reviewed its charitable objects and agreed that they remain entirely relevant and purposeful. The Board continually has regard to The Charity Commission’s guidance on public benefit.

WHERE WE BEGAN

Anawim was founded by two pioneering nuns, Sister Magdalene Matthews and Sister Maisie Nevin, who moved into a red-light district in Balsall Heath – at the time described as ‘Britain’s busiest cul-de-sac’. They decided to open their home as a drop-in centre to women in the local community who were involved in prostitution and vulnerable to exploitation. The Sisters were struck by the difference it made for women to have a safe space, a warm drink and a listening ear. A place they could go without fear of judgement, to meet other women who cared deeply about their wellbeing. Motivated by unconditional love, an appreciation of the value of every woman, and a commitment to helping people to live life to the full, the Sisters’ mission continues to inspire us.

WHERE WE ARE NOW

From listening to thousands of women for over 30 years, we know that every woman’s story is different. That’s why everything we do is informed by individual needs, which means we offer the broadest support. From a place to stay when women are leaving prison, or a place to visit when things are tough, to courses, activities, counselling, help with parenting, care, specialised support, clothes, food and other essentials like access to a phone and the internet – women’s lives can sometimes depend on us. Until women’s needs are fully recognised by society, we will continue to fight for justice and advocate for change.



OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Anawim is taking steps to understand more about the diversity of its teams and how we can better support with any inclusion needs. By bringing people together in a shared space, we hope to support each other's understanding of inclusive language and appropriate terminology, challenge unconscious bias and break down barriers to understanding gender identity, race, sexual orientation, disability, ethnicity and other individual experiences. This helps us to establish more diverse teams, ensuring individuals have access to equal opportunities and feel safe to be their authentic selves whilst working at Anawim, as well as enabling our staff to better understand and support the intersectional needs of our women.

We have recently developed a comprehensive Equality, Diversity and Inclusion Policy which has been made available to our women, our staff and the wider public on Anawim's website, as well as our anti-racism statement. The purpose of the policy is to provide equality, fairness and respect in all aspects of employment and service provision, including voluntary roles, by being encouraging, open and

welcoming. Anawim commits to the ethical treatment of all people at all times, extending beyond our legal obligations and in line with the charity's ethos to be non-judgmental and compassionate, as well as endeavouring to be actively anti-racist and culturally responsive.

WHAT DO WE DO?

Anawim is an award-winning Women's Centre with over 30 years' experience. We provide our services all under one roof – from counselling, courses and activities and access to basic essentials, to specialist support around the criminal justice system, mental health and violence and abuse. We know that every woman's story is different and recognise the systemic factors that impact women's lives. That's why everything we do is informed by individual needs, and why we will continue to campaign for change on a local and national level.

"If I hadn't got a place at Dawn House, I would have drunk. I've been sober 8 years thanks to Dawn House and Anawim."

Alice* - Anawim client



"Thanks to Anawim, I was able to talk about skills and experiences that impressed the panel during my job interview. I learned so much from my experience that my interviewers were impressed with and definitely solidified my chance of getting the job."

Diana* - Anawim volunteer

*all names have been changed to protect anonymity

DROP-IN

Anawim's Drop-in service is a safe space for women to receive support around mental health, finances, accommodation and relationships, as well as providing basic essentials such as food, toiletries and clothing.

This one-stop approach reflects the intersecting hardships that a great number of women face. For instance, lack of access to suitable accommodation is a barrier for many women accessing our Drop-in, as often women require housing that is fit for children, gender-specific and that provides support for its residents. These circumstances mean that tailored support is needed, which may incorporate family, finance or domestic abuse services. Through Anawim's Drop-in, women can have many, if not all of her needs met in one place and sometimes even in just one visit. For women who are not able to reach our centre, we provide a free and confidential helpline and live chat service which connects women directly to a support worker.

Despite the lasting impact of COVID, this year our Drop-in workers supported 124 women with accommodation needs, 106 women experiencing domestic abuse, 145 women with financial needs, 106 women with mental health needs and 8 women experiencing sexual violence.

As well as acting as Anawim's front door service, the Drop-in team head outreach projects in order to meet women's evolving needs and maintain a presence in the community. During lockdown, they delivered food parcels to women's doors, and have continued this work by creating and delivering recipe boxes with all the ingredients women need to make healthy and nutritious dishes. We have seen an increasing number of women present through our Drop-in and we are pleased to be able to grow this vital service by having extended its hours from 10am to 2pm, to 9am to 4.30pm, every Monday to Friday.

This year our Drop-in workers supported:

2021-22

124 women with accommodation needs

106 women experiencing domestic abuse

145 women with financial needs

106 women with mental health needs

8 women experiencing sexual violence



FAMILY SUPPORT

Anawim offers support with parenting to help women keep or regain custody of children by providing a healthy living environment. Addressing trauma to prevent the separation of families, when possible, is beneficial to both women and their children. When this situation cannot be prevented, Anawim works with women who are coping with the loss of having children taken into care – this can include a specialist, 12-week course. For many women, experiences of coercive control can result in family breakdown; this is why Anawim works to support women to understand the signs of unhealthy relationships, as well as raising awareness in the wider community. Alongside Hall Green Families, our Children and Families Specialist Lead has delivered training on coercive control for over 150 people, including police officers, teachers and Women's Aid.

Our Values

We are **deeply committed** to listening to the women and **building services** around their needs.

DOMESTIC ABUSE

Anawim recognises different types of domestic abuse such as financial control, coercive control, psychological and emotional abuse, physical abuse and sexual abuse. The women we support can feel humiliation, helpless and ashamed, believing they are deserving of the abuse, fearful to leave their partners and unable to protect their children. Statistics show that women are at the highest risk at the point of, or just after leaving their abusive partners. In the case of forced marriage or domestic abuse in religious households, women are further bound by their culture, family pressure and fear of shame.

We support women at varying stages of domestic abuse, whether it be childhood, current, in relationships or post relationships. Children exposed to domestic abuse or as victims themselves are highly likely to go on to develop mental and physical health issues as adults, the impact of this can affect their own children and families at a later stage. In order to break the cycle of intergenerational trauma, Anawim is committed to supporting women to safely escape abusive relationships, and to address the impact of this experience through parenting skills, support to regulate emotions, understand trauma and identify healthy relationships.

This year we have supported 106 women experiencing domestic violence and abuse through Drop-in alone.

Lack of suitable accommodation in Birmingham creates barriers for women seeking refuge from abusive relationships. Services in place and systems designed to support those experiencing abuse are not inclusive of women's specific needs, nor are they trauma or gender-responsive, meaning women often cannot access or do not feel safe accessing inadequate accommodation, particularly as many women will be caring for children. The services that are available are overwhelmed and underfunded. This is why we support women to stay in their own homes where possible, removing the perpetrators and implementing safety measures to protect women and their children. We also work with other organisations to enable women to access alternative housing safely and securely.

SEXUAL VIOLENCE

Data of the West Midlands shows that sexual offences increased almost 40 per cent in the year to September 2021. Between March 2020 and March 2021, 87% of victims of sexual offences in the West Midlands (where the gender has been disclosed) were female. Anawim has an Independent Sexual Violence Advocate (ISVA) who works with women who have experienced sexual violence or abuse, recently or historically.

This year our ISVA supported 29 women who have disclosed experience of sexual violence or abuse.

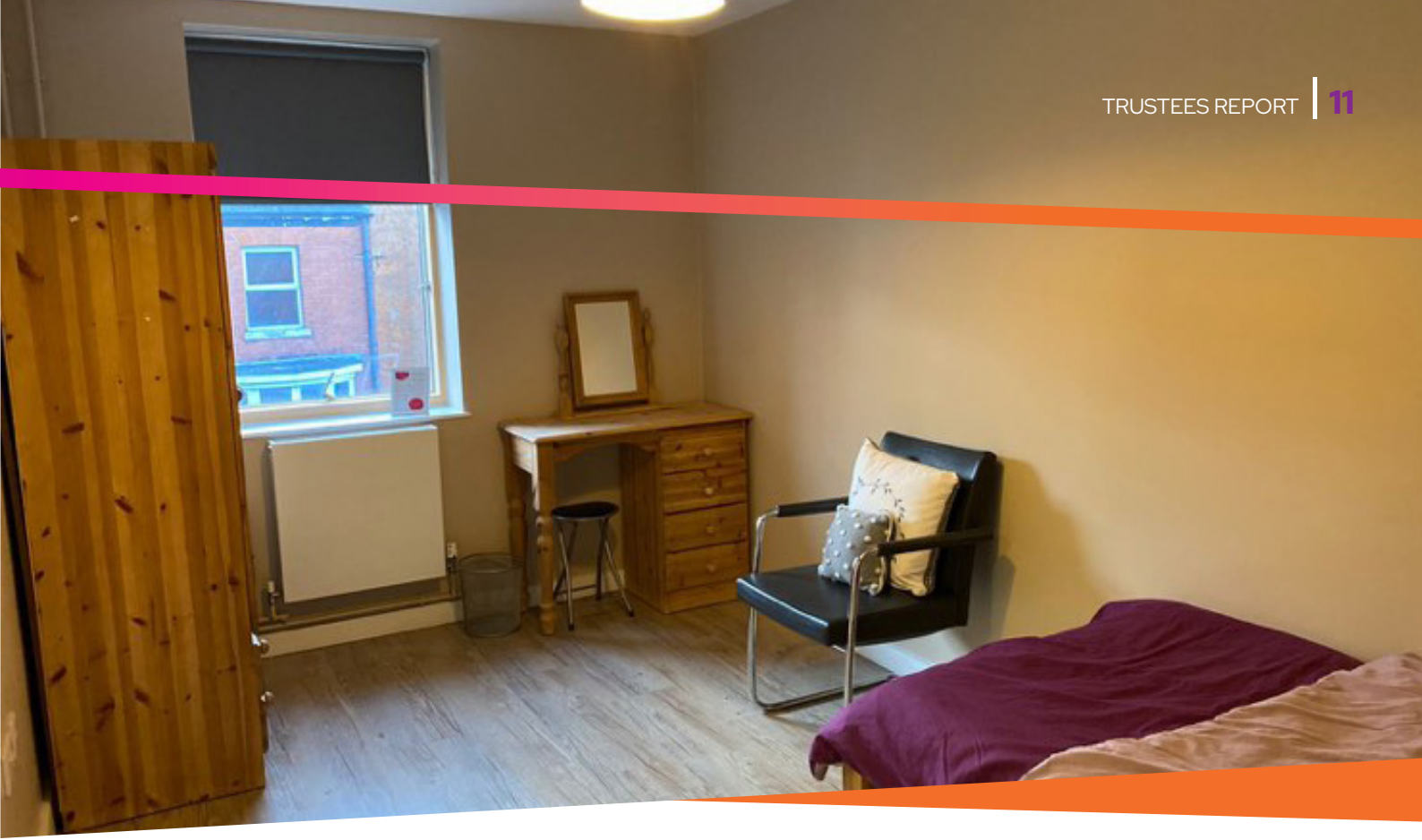
While this number may seem small, these are the more serious cases referred where sexual violence is the main need. Another 46 women had sexual violence as a need and were supported across all services. The support she offers is extensive and if a woman takes her case through the court this is extremely resource intensive. The impact of abuse is long lasting and can significantly affect multiple aspects of a woman's life and health and often not disclosed for many years. We understand that experiences of sexual violence and abuse can seriously harm a woman's sense of agency, which is why it is vital to ensure any action taken is entirely a woman's choice. Our Independent Sexual Violence Advocate will talk a woman through all of her options. If the decision is made to report the crime, our caseworker will explain the criminal justice process, along with the option for DNA retrieval. Experiencing a court case can be extremely difficult for many women, exacerbating trauma while trying to navigate complicated legal procedures. Crucially, Anawim can provide support before, during and after a case, advocating on a woman's behalf. Going forward, we aim to set up a Sexual Violence Drop-in, helping us to support more women trying to cope with the trauma of sexual violence and abuse. However, the West Midlands and wider UK must be doing more to tackle sexual violence at its root. We will continue to pressure those in power to act in any way that we can, and welcome opportunities to collaborate with other organisations and groups who are seeking to do the same.

SUBSTANCE MISUSE

Anawim’s Specialist Substance Misuse Lead provides support to women experiencing addiction, as well as guidance to staff and outside professionals and organisations. Keeping women safe is our priority, which is why we always practice a non-judgemental, person-centred approach and treat each woman as an individual. Support ranges from using trusted networks to signpost women to essential resources, to a full support package for women experiencing active addiction, relapse or recovery. Anawim has strong links to Local Authority Community Drug Teams which means we are able to refer and advocate on behalf of the women we work with.

MULTIPLE AND COMPLEX NEEDS

Due to updating our service delivery, Anawim’s Multiple and Complex Needs Worker now has a smaller, more targeted caseload providing greater capacity to support with the helpline and live chat, supporting women who may be in crisis, and develop and facilitate courses. Many women who attend Anawim experience multiple disadvantages and finding work can be extremely difficult. Anawim offers sessions around literacy, numeracy, hospitality and IT. Additionally, we can support women to achieve health outcomes through access to counselling, exercise and the provision of free sanitary products, as well assistance with prescription medication and advice coping with menopausal symptoms. We can also support women to register and engage with health professionals, such as GPs and health visitors.



DAWN HOUSE

Dawn House is Anawim’s safe, abstinent and trauma-informed supported residential unit for women transitioning back into the community after serving a prison sentence, located on the same site as the women’s centre. It is staffed 24 hours a day, 7 days a week, so that help is on hand whenever a woman may need it. For women leaving prison, life can feel overwhelming from the moment she leaves the gates. In the first few days of her release, she may be required to attend Probation and other meetings, find somewhere to live, pick up a prescription and so on – sometimes in a different city to where she is now and often with little to no support. Now imagine trying to do all of this with just £76 to your name (the current prison discharge grant), all while struggling to find work because of your conviction. So, the cycle continues.

Women are referred while in prison, and once accepted, plans are made to ensure she has all the support she needs from the day of release. This includes travelling with a woman from the prison gates to Dawn House and supporting her to attend any mandatory appointments, reducing the chances of recall and helping to break the cycle that many women are swept up into. Once settled, support includes access to Anawim’s therapeutic courses, help setting up an email address, bank account and registering with essential services, and eventually, support to find her own, longer-term accommodation. Even after a woman has left Dawn House, she will continue to engage with our Resettlement team, ensuring she can still access Anawim’s wider services and continue to develop and progress.

We are proud to be able to support women in this way and a great deal of work goes into each woman’s case. However, Dawn House can only provide 6 beds at a time, meaning that for every woman we support, many more applications have to be turned down. This tells us not just that women caught up in the criminal justice system want and need support to get their lives back on track, but also that much more has to be done if we truly want to reduce the number of women in prison. One way to achieve this is, rather than having women serve damaging, short-time prison sentences which does not work to reduce reoffending, support women in the community where they can access the resources they need to break the cycle. You can read more about our criminal justice work in the next section.

“I love Anawim, it’s fantastic. It’s literally saved my life.”
Jenny* - Anawim client

*all names have been changed to protect anonymity

CRIMINAL JUSTICE FOCUS

Anawim advocates for women impacted by the criminal justice system at every stage. From early intervention and diversion, to 'through the gate' support and on-site post-release accommodation. Both women and children are disproportionately affected by maternal imprisonment, as women are more often primary caregivers. For many women, the trauma of imprisonment and separation from children can resort in adverse coping strategies such as self-harm and substance abuse. In addition, over half of women in prison have been victims of domestic abuse (Prison Reform Trust) – an alarming statistic. For these reasons, wrap-around services and specialised interventions are needed for women to address the root causes that brought them into contact with the criminal justice system, such as experiences of violence and abuse, mental ill-health and poverty. Otherwise, the cycle of trauma and imprisonment continues.

Our Values

Anawim **empowers women** to make positive changes to **turn their lives around**, helping them – one step at a time – to **become independent**.

ALTERNATIVES TO CUSTODY

We are extremely pleased to once again be able to offer alternatives to custody by supporting women within the community. This is proven to be more effective at reducing reoffending than a prison sentence as women can stay in their homes, continue to care for their children and stay close to their vital support networks. Women receive a tailored support package – this may consist of one-to-one and group sessions and involve various pathways based on each woman's individual needs, including;

- Emotional Wellbeing – women may be referred to the REDD course (Regulating Emotions and Dealing with Distress) to develop coping strategies, learn to regulate emotions and identify triggers. This is followed by a more in-depth trauma course.
- Employment, Training and Education – we help women to apply for jobs, write a CV and to take up education or training opportunities.
- Finance, Debts and Benefits – women can learn to manage their money, apply for benefits and be supported in paying off debt.
- Accommodation – supporting women to find suitable accommodation and maintain tenancies.
- Friends and Family – we run courses to help with parenting, as well as guidance around the care system and dealing with difficult circumstances.
- Dependency and Recovery – we support abstinence and provide relapse prevention.

NEW CHANCE

New Chance is an early intervention project working in partnership with the West Midlands Police and Crime Commissioner. The project diverts women who have committed low-level or first-time offences, which can attract an Out of Court Disposal, away from the criminal justice system by addressing women's criminogenic needs and reducing the strain on local services which are over-stretched and in short supply. An evaluation by the University of Birmingham demonstrates that reoffending amongst New Chance clients experiencing mental health issues was 35-37% lower, and those who presented with substance misuse issues had a 51-55% decrease in reoffending.

Between April 2021 and April 2022, we have received 63 referrals to New Chance.

To help raise awareness of the project and support with the referral process, Anawim now has caseworkers based in Perry Barr custody on a weekly basis. A key outcome is that women avoid receiving a criminal record, which holds them back from employment and other aspects of their lives. By supporting women in the community, the damaging cycle of prison, release, recall can be broken.

LIAISON AND DIVERSION

Liaison and Diversion (L&D) is a national NHS service which operates in court and custody suites to screen and assess individuals who come into contact with the criminal justice system. The L&D team works to identify vulnerable individuals who may have mental health issues, substance misuse, learning disabilities, homelessness and other vulnerabilities. The aim is to identify them when they first come into contact with the criminal justice system and divert them into the correct support to reduce the likelihood of reoffending. Women identified by the L&D team led by Birmingham & Solihull Mental Health Foundation Trust will be referred to Anawim through the female pathway in order to get them the support they need in the community. Anawim caseworkers attend Court and the Custody Suite to meet with the women at sentencing or arrest stage to introduce the service

and what support can be offered. Women will then be allocated to a caseworker who will support them for 12 weeks, supporting them to improve their outcomes, get the immediate support they need and encourage them to access courses and events at Anawim. Assertive outreach is undertaken with clients as it is recognised that women may not always be able to attend the centre for various reasons. This means initial home visits are conducted, further home visits if necessary and appointments in the community. We work closely with the L&D Female Peer Mentors, who can assist women who may find it difficult to engage to attend appointments and support them in accessing the centre. Between April 2021 and April 2022, 80 women were referred to Anawim through Liaison and Diversion. 43% of women referred successfully achieved positive outcomes for their mental health, 18% achieved positive outcomes with accommodation, 17% with substance misuse, 12% with finances, and 8% with families.





PRISON IN-REACH AND RESETTLEMENT

Anawim’s Prison team continued to support women both in prison and following release. We recently partnered with the ACCESS Service and have recruited an Enhancement Worker, alongside our established Enrichment Workers located in the CAMEO unit at HMP Foston Hall, both offering specialised therapeutic workshops for women experiencing personality disorders. Due to strict restrictions on the regime within custody, the Enrichment Workers within CAMEO adapted their way of working and supported the wider population with self-harm reduction, distraction/ isolation packs and 1-2-1 emotional support.

Following a successful application to the Tampon Tax Fund, Anawim has joined a partnership with Women in Prison, Brighton Women’s Centre, Together Women and Nelson Trust to develop the Creating Community Connections project. This project aims to strengthen partnerships between a national network of Women’s Centres, prisons and women in custody to ensure women have support to integrate back into the community upon release. Within the first year of this project, over 120 women have been supported by Anawim’s Community Link Worker in HMP Drake Hall alone. Support offered has included the REDD course through 1-2-1 sessions, as well as offering information about Women’s Centres, support services, help accessing grants, and taking women ‘through the gate’ on the day of release.

Anawim employs a Prison Liaison Worker whose role is to provide emotional, practical and therapeutic person-centred support to women in HMP Foston Hall and HMP Drake Hall. This includes raising awareness of Anawim’s six-bed residential facility Dawn House.

6 out of 10 women leave prison into homelessness.

- Prison Reform Trust

Access to adequate accommodation following release from prison can have a huge impact on whether a woman is able to get her life back on track. With nowhere to stay, the chances of gaining employment, being reunited with children and maintaining positive mental health is next to impossible. Alongside with support around accommodation, women may receive guidance on education and training opportunities, as well as help to contact families and solicitors to maintain a strong support network.

Once a woman is released from prison, our Resettlement team can provide intensive one-to-one support, advocacy at housing appointments, Probation, substance misuse support and mental health services. Women who have accessed Dawn House are offered follow-on support services to ensure a smooth transition into the community. The team have also recently developed an outreach service, based at local women’s hostels to offer immediate support to women released into the community and encourage engagement with our safe, trauma-informed centre.

Our Values

We want the **best for the women** and to make sure their basic needs are met. We won’t rest until we’ve done all we can to **keep them safe.**

ACTIVITY HUB

Our new Activity Hub Worker is based at CFO Activity Hub in Birmingham City Centre, delivered by Shaw Trust. The hub is a safe space for those who are on either on licence or serving a community order and aims to build confidence as participants return to the community. Anawim’s Activity Hub Worker promotes wellbeing for women accessing the hub through a tailored support plan, working with participants, Probation and other organisations. Support plans may include access to therapeutic courses such as Healthy Relationships, Emotional Resilience and Pro-Social Behaviour, helping women to work through events that led to being caught up in the criminal justice system, while promoting positive achievements. Wraparound support can also include help with addiction, accommodation, debt and benefit advice. For those who feel ready to take the next step towards employment, participants can access CV writing, interview skills and careers advice.

““Counselling at Anawim has helped me understand myself better and feel more positive about the future. I feel safe here.”

- Anawim client

*all names have been changed to protect anonymity

COUNSELLING

Anawim offers counselling as part of its wraparound service. Limited access to travel and struggling to keep track of appointments can be a barrier for many women trying to access support, which is why we believe our one-stop approach is so important. Providing counselling in-house means a woman can receive support in an environment she is already familiar with and reduces the number of places she must travel to. Anawim’s counselling team is made up of the Volunteering and Counselling Manager, the Counselling Coordinator and a team of qualified volunteer counsellors and trainee counsellors on placement, providing support in-person or over the phone to suit the needs of the individual.

We are now also working with Penny Appeal who have funded us to offer specific counselling to women who have previously or are currently experiencing domestic or sexual violence. This has enabled us to take on a qualified counsellor experienced in this area; giving another route and option for our counselling referrals and enabling us to make our way through our waiting list and support more women. The new caseworker model; that women can be referred directly to the counselling service from drop in; means that women do not have to be working with a caseworker in Anawim to receive this support. This model means that the counselling service reaches more women locally and women can come to Anawim directly for counselling sessions.

"You forget how to be sociable when you're ill. I've done a few courses in the past. They're all really useful. Sometimes you don't know until a couple of years later just how useful they've been."

Belle* - Anawim client

THERAPEUTIC GROUPWORK

Anawim delivers a varied timetable of courses which includes Regulating Emotions & Dealing with Distress (REDD); Seeking Safety, addressing trauma-related substance misuse; Stop and Think, exploring interpersonal problem-solving; The Freedom Programme, helping women who have experienced domestic abuse to identify types of abuse and the impact, and our popular confidence course assists women towards empowerment and assertiveness; Trauma Recovery Empowerment Model (TREM), Mindfulness and many others. In the

past year, we have translated sessions of REDD into nine community languages to be made available through our website – languages include Arabic, Bengali, Cantonese, Farsi, Polish, Punjabi, Romani, Somali and Urdu. In addition to our courses, Anawim has a timetable of weekly activities that women can attend without referral and without having previously visited the centre. This provides women with an opportunity to gain new skills, explore hobbies and meet new people.

ARDENLEIGH

Ardenleigh is a medium secure forensic psychiatric hospital in Birmingham, supporting women experiencing complex long-term mental health issues and those with experience of the criminal justice system. Anawim has a variety of professionals located in Ardenleigh, including two coordinators who oversees a team of Mental Health caseworkers, Peer Support Workers and Enhancement Workers. Each person's mental health is individual to them and can be subject to rapid change, which can make planning effective interventions challenging. The Anawim team are innovative and strive to find meaningful ways to develop therapeutic rapport according to service user's needs, providing a wealth of support and interventions to enable their recovery process.

Anawim Enhancement workers at Ardenleigh provide a diverse range of creative, self-care, and insightful activities to increase service user's therapeutic outlet and elevate their inpatient experiences, enabling support and comfort throughout their hospital journey and into the community. Service users are encouraged to engage in events and opportunities all year round to both enhance wellbeing and promote normalisation, such as Birmingham Opera, West African Drumming workshops and much more.

Anawim Peer Support Workers within Ardenleigh bridge the gap between patients and health professionals, enabling our team to provide vital support to women in

crisis, instilling hope and encouraging confidence building. In addition to this, Peer Support Workers work with service users to develop their understanding of mental health services in order to contribute effectively to the recovery process. The Recovery based group offers a realistic perspective on differing timelines in regaining independence, and helps women to realise their own individual paths to recovery.

Our Mental Health Caseworkers in Ardenleigh provide sustainable support, tailored to the individual needs of each service user, from admission to discharge. They work tirelessly to implement effective care and recovery planning within inpatient services to lessen the long-term impact of hospitalisation. They also offer high levels of emotional support and develop patient-worker relationships, promoting the continuity of long-term support which is beneficial for clients with enduring mental health issues.

In addition, Anawim's Mental Health Caseworkers ensure collaborative working with community organisations, promoting multi-disciplinary approaches to care. Our team provide access to community links and resources to support in achieving future goals, such as voluntary working within Anawim. This is extremely beneficial and has led to service users securing roles within Anawim's Drop-in and places on college courses.

*all names have been changed to protect anonymity

THE VENUS PROJECT

We deliver a six-week interactive course for girls aged 14-18 years old. The aim of the project is to demystify and provide support around taboo topics such as periods, including period poverty, sexual health and the criminal justice system, consent as well as to develop an understanding of emotional wellbeing, healthy relationships and internet safety. The programme is delivered in small groups of up to eight within a school or college environment or within a community setting such as places of worship or youth clubs. More recently, we are pleased to have been able to adapt the programme to meet the needs of girls aged 11-13.

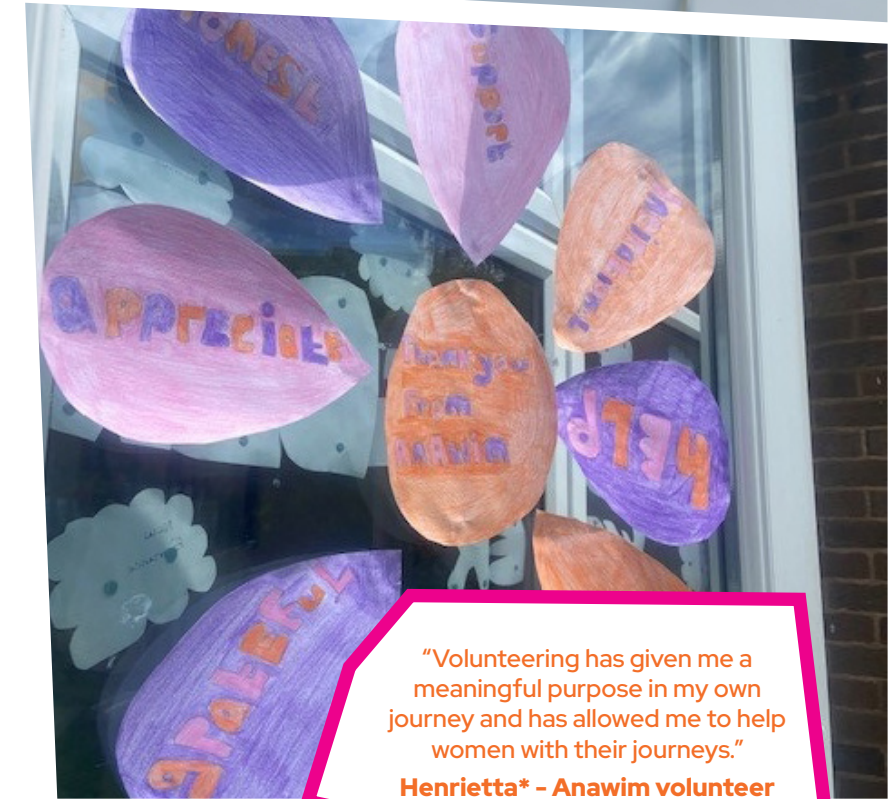
VOLUNTEERS

Anawim is grateful to have a dedicated and passionate team of volunteers who provide vital support across the organisation.

We currently have 30 volunteers contributing 115 hours each week towards our work. The monetary value of this contribution equates to £76,783 per year.

In 2019 we won the Investing in Volunteers Award and continue to support volunteers to this standard; offering training, shadowing opportunities, clinical and managerial supervision, and opportunities to try new roles and move around the organisation so that volunteers can get the most from the experience. We have applied to complete the award for the Investing in Volunteers again, which will begin in November 2022. We encourage women coming through the Peer Mentor Programme to go on to volunteer with us as part of their journey, and have had two recent peer mentors move to volunteering, representing a growth in confidence in women earlier on in their journey. We encourage volunteers to apply for paid roles within Anawim as part our recruitment model, and have recently offered paid roles to 3 of our volunteers.

Anawim provides an extended range of volunteer opportunities and responsibilities, such as Drop-in Volunteer, Volunteer Tutors, Volunteer Caseworker and Duty Caseworker positions. Volunteer caseworkers are paired with a caseworker specialising in the volunteer's area of interest and support with a caseload after a period of observation and training. All of these roles are client facing and provide training and experience for volunteers seeking employment in this field, or who just want to give back. Returning to the centre, we were able to celebrate National Volunteers week with a shared lunch, providing space for staff, volunteers and women to celebrate the fantastic range of support that the volunteers offer to Anawim.



“Volunteering has given me a meaningful purpose in my own journey and has allowed me to help women with their journeys.”
Henrietta* - Anawim volunteer



*all names have been changed to protect anonymity

We help women to navigate the **complex challenges** they are facing and we do all that we can to **support** them for as long as they need us.

FUNDRAISING AND COMMUNICATIONS

Over the last 12 months, Anawim's Senior Management Team have continued to develop the organisation's five-year goals and strategic aims. This process has been incredibly useful for identifying organisational need and what Anawim's key priorities should be, particularly around fundraising and communications. We're now looking at how more resource can be allocated to raising awareness around Anawim's profile locally, and increasing the wider staff team's contributions to the fundraising effort across the organisation. Our new Communications policy will be rolled out to staff and volunteers alongside a toolkit for social media best practice, advocating for Anawim's brand and fundraising resources.

During this time, we have also continued to increase Anawim's following across various social media channels, through analytics and monitoring top performing posts to identify trends and determine which types of content are likely to receive the most engagement on each platform. Communications also played an important role in supporting Anawim's Ambassadors to deliver our Black History Month event in 2021, for which we invited local professionals to visit the centre to learn more about Anawim's work. Anawim's Ambassadors are women who have made positive progress through Anawim's services and wish to raise awareness around our services to the wider public, and they have played a significant role in our open days and events over the last year. As well as event planning, our Communications Officer has supported Ambassadors with various media opportunities, such as taking part in a radio docuseries broadcasted on BBC radio.

And finally, we are continuously working towards the development of Anawim's Fundraising and Communications Strategy, which includes specific goals around individual giving, community fundraising and legacy fundraising. We recently recruited a Community Fundraiser alongside our Communications Officer, and with the support of Anawim's new Communications Volunteers we are now in a strong position. Although it may take time to establish new fundraising streams as steady, reliable and fruitful sources of income, we are feeling confident, have all of the necessary tools available, and are hoping to see some and increase in new and regular supporters soon.

Anawim is developing a complaints procedure for donors and supporters in relation to fundraising, giving and donations. The Charity received no fundraising complaints during the year. The Charity is not registered with the Fundraising Regulator, however actively reviews the guidance issued by the regulator and refers to the Code

of Fundraising Practice where necessary. Anawim has regard for the Charity Commission guidance on fundraising (CC20) and currently no third parties are used for fundraising. Anawim has established consent procedures to ensure vulnerable people and other members of the public are protected from unreasonable intrusion, persistence and being placed under pressure to donate to the Charity.



Follow us on social media for regular updates on important issues, events, vacancies and news:

- @anawim.bcw
- @Anawim_BCW
- @anawim_bcw
- LinkedIn

Subscribe to our mailing list at www.anawim.co.uk for more from Anawim and beyond. For information on how to donate or get involved, visit www.anawim.co.uk/get-involved

THANK YOU

Anawim would like to thank the following funding bodies for their continued financial support:

- The English Province of the congregation of our Lady of Charity of the Good Shepherd CIO - resource of Sister Enda and contribution to Finance Manager
- Barrow Cadbury - Funding for Women's development Initiative and CEO engagement in the women's and wider criminal justice sector
- Women in Prison- Community Connections in Prison
- The Goldsmiths Company Charity - Prison in Reach
- The Grimmitt Trust - Core Funding
- The Society of the Holy Child Jesus - Support for our Volunteers
- The JABBS Foundation - Residential unit and Support workers, prison in-reach, project management and Development Officers and therapeutic courses
- Heart of England- Drop In
- B&Q- Drop In
- PPG Foundation- Drop In
- Sheepdrove - Prison in Reach
- Changing Lives - Community Rehabilitation
- Groundwork on behalf of HS2 - Washwood Heath Drop In
- NHS England - CAMEO Unit- Foston Hall, Liaison & Diversion and The Blended Service- Ardenleigh
- The Shaw Trust - Activity Hubs
- Charles Hayward Foundation - Prison In reach
- Office of Police and Crime Commissioner - New Chance & IDVA Support
- Ministry of Justice - Support for our Core Running Costs
- National Probation Service/ NHS England - Personality Disorder and mentoring
- The John Armitage Charitable Trust - Core Funding
- The Coutts Foundation - Unrestricted Funding
- The Smallwood Trust - Employability Courses
- The Pilgrim Trust - Family Support
- Henry Smith - Multiple & Complex Needs
- Edward & Dorothy Cadbury - Drop In
- Birmingham City Council - Early Intervention Courses
- Day for Life - Multiple and Complex Needs
- Hall Green Emergency Assistance - Food Bank & Drop In
- IAPT (Improving Access to Psychological Therapies)
- The Garfield Weston Foundation



ADDITIONAL THANKS

Go out to the many people who donate clothes, toys, food and household goods regularly, as well as those who support Anawim through their services, including:

- Christine Balogun
- Joanne Corkery
- IBIT Solutions
- Charisma Design & Print Ltd
- Gowling WLG
- Big Yellow Storage
- Solihull Soroptimists
- Edgbaston Foundation @ Edgbaston Cricket Ground
- National Women's Justice Coalition
- Northbridge Digital Ltd
- FareShare
- The Clock Pub Balsall Heath
- The Jungle Club, Moseley
- Ark Tindall Primary Academy
- Phoenix Psychological Services Ltd
- Karen Butler
- Manoj Yoga
- Claire Corfield Yoga
- Lorne Court Moseley
- Makemefitclub - Dalbir Kaur
- Scrubbee - Maddie Booth
- Erdington Rotary Club
- Meriden Rotary Club
- Olton Friary R C Church
- University of Birmingham
- Students at Birmingham City University
- The Wavensmere Foundation
- The Fawcett Society
- Liv's Solihull

- Bournville School
- Enki King's Heath
- The Joseph Hopkins and Henry James Sayer Charity
- Change Kitchen
- Catholic Church of Saint Augustine England
- Devereux Data (doors CCTV phones)
- ARC Alarms
- FirstcomEurope
- GW Electrical
- Jericho Foundation
- Morrisons

A huge thank you to all of Anawim's dedicated volunteers. Anawim couldn't have reopened its doors this year for women without the continued support of its volunteers who, year after year, continue to enrich our centre with their dedication, care and commitment. We were honoured to be a baton-bearer at the Birmingham 2022 Commonwealth Games, and thrilled to receive complimentary tickets via Gowlings WLG.



Our Values

We want the **best for the women** and to make sure their basic needs are met. We won't rest until we've done all we can to **keep them safe.**

FINANCIAL REVIEW

Summary

The accounts cover all activities controlled by the charity.

During the year to 31 March 2022, Anawim received income of £1,888,471 (2021 £1,790,424) and incurred total expenditure of £1,862,616 (2021 £1,705,250). Including a net gain of £10,289 in the value of its investments, the charity saw an increase in its total funds of £36,144 in the year. The growth in income and expenditure reflects Anawim’s respected status as a reliable service partner by national and local government departments and by charitable foundations who trust Anawim to deliver services and change programmes for women. The increase in total funds reflects the generous funding received from several foundations who responded to the Covid pandemic by offering additional funds and flexibility to sustain Anawim’s work during a time of great uncertainty and increased demand.

At 31 March 2022 the charity held cash and bank deposits of £656,123 and investments of £205,747. The cash position reflects the fact that a number of grants and commissioned services are paid in advance of expenditure. Cash flow is forecast forward to ensure that at all times sufficient cash is held for the charity to meet its expenditure as payments fall due.

On the basis of the strong reserves and cash positions, the Board of Trustees believe that it is appropriate to adopt the Going Concern Basis used in the preparation of the accounts.

Reserves Policy

At the year-end 31 March 2022, the charity had unrestricted general reserves of £356,327 (2021: £266,000). This is compliant with the reserves policy but represents a small proportion of Anawim’s total cost base.

However, the charity also held unrestricted funds which are designated for specific purposes:

- 1) £69,271 which was designated by trustees in previous years towards sustaining the charity’s drop-in and domestic and sexual violence work where funding has fallen away but where trustees feel that these essential services should be sustained while alternative funding sources are found. Trustees expect these designated funds to be spent over the next year.
- 2) £117,511 (2021: £136,431) which was designated by trustees to ensure funding for the CEO position is sustained. £18,920 was released during the year to fund these costs and the balance is expected to be spent over the next five years.

- 3) £1,216,975 (2021: £1,235,749) known as the Fixed Assets Fund represents the main operating premises in Balsall Heath whose use is restricted and so these are not funds that can be readily realised or used for other purposes.

Including all of the above, and restricted funds of £349,282, the charity’s total reserves stood at £2,109,365 (2021: £2,083,220).

The Board has established a policy to maintain unrestricted funds not committed or invested in fixed assets i.e. ‘free reserves’, at a level of between one and two years of unrestricted expenditure. This provides sufficient funds to be able to continue the current activities of the charity, provide for core posts and to provide sufficient time to consider and replace existing funding sources should there be a significant change in present funding arrangements. As at 31 March 2022 the Reserves Policy was complied with and free reserves equated to about 1 year and 6 months unrestricted expenditure.

The Covid-19 pandemic has underlined to trustees the importance of maintaining adequate reserves and the strong reserves position as at the year-end positions the charity well to maintain and adapt services in response to these rapidly changing circumstances.

Current plans for the future would see the charity operating within its available reserves during the next financial year but unless significant grants are obtained towards unrestricted costs over the next 12 months then compliance with the reserves policy will be become more difficult.

The reserves policy will be reviewed annually.

Investment Policy

There are no restrictions on Anawim’s power to invest.

A donation from The Fairlight Trust in 2017 led to the Board of Trustees investing funds of £200,000 in a portfolio of assets with the aim of giving increased certainty to the future of Anawim. In the year to 31 March 2021 no further capital was released from the investment portfolio and the value of the investments rose by £10,290 to £205,747 as at 31 March 2022. This positive return is considered satisfactory by Anawim’s trustees. In addition, income of £17,960 was generated from the portfolio and utilised in funding the core running costs of the charity.

The trustees reviewed the approach to investments in December 2020 and adopted a revised investment policy statement. The key elements of the investment policy are as follows:

1. Expert Advice.

The Trustees can delegate management of any investments to a Financial Expert, defined in the charity’s Articles of Association as an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000.

2. Risk

The Trustees acknowledge that to achieve acceptable and sustainable long term returns some degree of risk is necessary. The main risk is to the long-term sustainability of the investments is inflation and the assets should be invested to mitigate this risk over the long term. The Trustees accept that the investments are likely to be concentrated in real assets such as equities and property and the short-term value of these assets can fluctuate. To mitigate these fluctuations the Trustees wish to diversify their portfolio.

3. Liquidity

Investments must have appropriate liquidity with 80% realisable within one month.

4. Currency

The majority of the investments should be held in sterling denominated instruments.

5. Responsible Investment:

The Charity wishes to adopt a responsible investment approach seeking sustainable long-term returns, using exclusions, integration, and social and governance considerations across all asset classes and engagement throughout ownership. In line with its ethos and values, investments should be chosen to make a positive impact on people and the planet.

The designated investment firm must be able to demonstrate a rigorous ethical, social and governance policy in its approach to investments.

Following this review and on the advice of its investment advisors, the trustees decided to switch the investment from a bespoke managed portfolio to the Cazenove Responsible Multi Asset Fund.

It is the Trustees’ view that there are not sufficient surplus funds at the present time to increase this investment. Any other surplus funds are deemed short term and, therefore, these monies are invested in readily accessible bank deposit accounts.

Plans for the Future

The environment within which Anawim operates becomes more challenging each year and with each change of Government ministers and policy causing pressure on resources the services offered by Anawim. The Trustees are confident that Anawim has the skills and experience to meet the challenges faced and will keep the beneficiaries at the heart of its work.

In response to the Covid-19 Pandemic, each of our funders demonstrated flexibility and understanding with regards to current grants, lengthening timescales for targets and we were able to apply for Covid relief funding for laptops and phones enabling us to quickly change staff to working from home. Additional costs to Anawim caused by the Coronavirus outbreak were fortunately minimal as centre costs were reduced.

We are continuing to concentrate our fundraising efforts on sourcing funding for core costs and the centre itself, and we are very grateful to the Ministry of Justice for a substantial grant again next year. With restrictions around “lockdown” lifting, the need for Anawim’s services are greater than ever and we are looking at ways to respond to this demand both safely and sustainable.

The Trustees, Senior Management Team and staff have been reviewing and looking to structure the charity’s future. More details of this are included in the Charity’s Annual Review which is available separately.

We plan to expand into community fundraising next year and have employed a part time fundraiser.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Anawim–Women Working Together is a charitable company limited by guarantee and set up by a Memorandum of Association Dated 20 November 2014.

Trustees

The Charity’s Articles of Association were amended during the year to increase the number of trustees.

The charity’s two Foundation Partners (The English Province of Our Lady of Charity of the Good Shepherd and Father Hudsons Care) each has the right to appoint three trustees to the board. Anawim’s board of trustees do not have any role in the selection or appointment of these trustees.

Anawim’s Board of Trustees has the right to appoint an additional eight trustees and the right to co-opt a further two trustees. These appointed trustees are generally recruited by external advertisement and word of mouth.

The board recognises the need to diversify the age and ethnicity of members and to encourage service user involvement and this forms part of the work on governance that will be developed over the next 12 months. The work around the Charity Governance Code is likely to highlight further improvements to the way in which trustees are selected and appointed in future.

Trustee Induction and Training

The board recognises the need for new trustees to receive adequate training on their role and responsibilities and to be familiar with the charity’s activities, ethos and values. A written induction plan has been prepared during the year and all trustees are required to sign a trustees’ code of conduct which embeds the charity’s values in decision making.

Risk Management

The Trustees have examined the major strategic, business and operational risks which Anawim faces and introduced a risk register which is reviewed by the senior management team regularly so that the necessary steps can be taken to lessen these risks. Reports are produced for the Board. The three main risks faced by Anawim and the mitigation agreed are considered to be:

- **Strategic Risk**
The introduction of the five-year strategic plan has commenced. A working party was set up including members of the senior management team and the service delivery co-ordinators. The trustees were also involved. The five pillars of the plan will drive the direction of the charity, it’s staff and volunteers. The relationship with the MOJ and the NHS has strengthened and plans are in place to increase the community

fundraising to support the multiple and complex needs work.

- **Safeguarding**
Anawim has increased its Designated Safeguarding Lead team to ensure there is enough support for the staff team. All staff and volunteers receive training in safeguarding each year we also retain the support of an external expert in the field. All staff receive groups clinical supervision as appropriate. Regular reports are provided to Trustees.
- **Reputation**
Trustees and the senior management team regularly review the external environment and evaluate the potential impact on the organisation.

Work being done under the Charity Governance Code will see a more structured approach to risk management adopted and good progress has been made this year in preparing a comprehensive risk register. The board has planned time to review the results of this review at a future board meeting.

Organisational Structure

The Trustees (listed on page 1) are responsible for the general control and management of Anawim. They receive no remuneration or other financial benefit for this role, with the exception of one trustee, disclosed in note 5.

The day-to-day running of Anawim is delegated to the Chief Executive and Senior Management Team (listed on page 1) as well as a team of paid and unpaid staff and volunteers. The pay of the Chief Executive Officer, Senior managers and all staff is reviewed annually and is normally increased to reflect a cost of living adjustment and the nature of the role and responsibilities. In view of the nature of the charity the Trustees benchmark against pay levels in other charities.

As part of its governance review work, the board of trustees is reviewing its sub-committee structures and delegated powers to allow more time at trustee meetings to focus on strategy and oversight. In this exercise, the trustees will benefit from the expertise of an experienced company secretary who was appointed during the year.

STATEMENT OF THE BOARD OF TRUSTEES’ RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

The Trustees, who are also directors of Anawim – Women Working Together for the purpose of company law, are responsible for preparing the Trustees’ Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis.

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company’s website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

Each of the directors, who held office at the date of approval of this Trustees’ Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information.

Connected charities

The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

- **The English Province of Our Lady of Charity of the Good Shepherd CIO**
Brentano
Solar House
915 High Road
London N12 8QJ
Charity registration number – 1163502
- **Father Hudson’s Care**
Coventry Road
Coleshill
Birmingham B46 3ED

INDEPENDENT AUDITOR’S REPORT TO THE MEMBERS OF ANAWIM – WOMEN WORKING TOGETHER

Opinion

We have audited the financial statements of Anawim – Women Working Together for the year ended 31 March 2022 which comprise the Charitable Company Statement of Financial Activities, the Charitable Company Balance Sheet, the Charitable Company 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 our opinion, the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 31 March 2022 and of the charitable company’s net movement in funds, including the 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 Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company’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 trustees are responsible for the other information. The other information comprises the information included in the Trustees’ 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees’ Annual Report (which includes the strategic report and the directors’ report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors’ report included within the Trustees’ Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees’ Annual Report (which incorporates the strategic report and the directors’ report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees’ responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company’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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Charity Commission, GDPR, health and safety regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP (2019) and the Charities Act 2011, and tax regulations.

We evaluated management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition, and management override of controls. Audit procedures performed by the engagement team included.

- Enquiries with management and inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing the controls and procedures of the charity relevant to the preparation of the financial statements to ensure these were in place throughout the year, including during the Covid-19 remote working period;
- Evaluating management’s controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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.

A further description of our 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 our auditor’s report.

Use of our report

This report is made solely to the charitable company’s members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company’s members those matters we are required to state to them in an Auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company’s members, as a body, for our audit work, for this report, or for the opinions we have formed.



Siobhan Holmes (Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP,
Statutory Auditor
10 Queen Street Place
London EC4R 1AG

Date: 17th November 2022

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted General 2022 £	Unrestricted Designated 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
INCOME FROM:						
Donations and legacies						
General donations	2	198,165	-	-	198,165	175,717
Charitable activities						
Criminal Justice/Diversion		-	-	202,000	202,000	221,506
Courses		-	-	24,682	24,682	51,341
Drop In		-	-	28,587	28,587	16,264
Prison Inreach		-	-	356,863	356,863	207,834
Project Management		-	-	351,000	351,000	254,625
Probation		-	-	168,560	168,560	-
Dawn House		-	-	165,456	165,456	
Mental Health		-	-	254,795	254,795	204,477
Counselling		-	-	8,310	8,310	13,927
Residential		-	-	-	-	322,626
Policy Work		-	-	-	-	32,812
Hardship		-	-	-	-	13,027
Multiple & Complex Needs		-	-	115,594	105,594	228,070
Bank interest		-	-	-	-	258
Other income		7,960	-	6,789	14,459	47,940
TOTAL INCOME		205,835	-	1,682,636	1,888,471	1,790,424
EXPENDITURE ON:						
Charitable activities						
Criminal Justice		22,452	-	220,454	242,906	266,124
Courses		146	-	41,029	41,175	39,868
Prison Outreach		26,168	-	309,451	335,619	270,299
Probation		-	-	153,814	153,814	-
Dawn House		27,968	-	250,215	278,184	-
Mental Health		18,261	-	215,937	234,198	250,292
Counselling		3,077	-	16,204	19,281	13,811
Residential		-	-	-	-	297,463
Policy/funding core		-	-	-	-	41,188
Funding/hardship		-	-	-	-	9,197
Project Management		-	18,920	300,524	319,444	219,432
Drop In		6,316	27,227	47,467	81,010	71,511
Multiple & Complex needs		12,240	26,503	118,242	156,985	226,065
TOTAL EXPENDITURE	4	116,629	72,650	1,673,339	1,862,616	1,705,250
Net gains/(losses) on investments	8	10,289	-	-	10,289	16,639
NET INCOME		99,469	(72,649)	9,298	36,144	101,813
TRANSFER BETWEEN FUNDS		(14,864)	(18,774)	33,638	-	-
NET MOVEMENT IN FUNDS		84,632	(91,424)	42,936	36,144	101,813
TOTAL FUNDS brought forward		266,000	1,495,180	322,040	2,083,220	1,981,407
TOTAL FUNDS carried forward		350,632	1,403,756	364,976	2,119,364	2,083,220

All amounts derive from continuing operations.
Full comparative figures for the year ended 31 March 2022 are shown in note 19.
The notes on pages 25 to 44 form part of these financial statements.
The statement of financial activities includes all gains and losses recognised in the year.
All capital donations were fully spent in the year.

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible assets	7	1,216,975		1,235,749	
Investments	8	205,746		195,457	
CURRENT ASSETS					
Debtors	9	156,190		96,825	
Cash at bank and in hand		656,123		626,445	
		2,235,034		2,154,476	
CURRENT LIABILITIES					
Creditors:					
amounts falling due within one year	10	(115,670)		(71,256)	
NET CURRENT ASSETS					
NET ASSETS					
			2,119,364		2,083,220
FUNDS					
Unrestricted funds	13		350,632		389,000
General designated	13		1,403,756		1,372,180
Restricted funds	12		364,976		322,040
			2,119,364		2,083,220

These financial statements were approved by the Trustees on 8th September 2022 and signed on their behalf

Lynne Moran

Lynne Moran
Chair of Trustees

The notes on pages 25 to 44 form part of these financial statements.
Registered Company No: 09322109

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Cash flows from operating activities	17	45,728	110,585
Cash flows from investing activities			
Purchase of tangible fixed assets		(28,618)	(33,819)
Proceeds from sale of property, plant and equipment		235	-
Interest received		73	258
Dividends received		12,260	6,676
Cash provided by / (used in) cash and cash equivalents in the year	A	29,678	83,700
Cash and cash equivalents at the beginning of the year		626,445	542,745
TOTAL CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		656,123	626,445

A) Analysis of changes in net cash funds	At 31 March 2021 £	Cashflows £	At 31 March 2022 £
Cash in hand	626,445	29,678	656,123
Total cash and cash equivalents	626,445	29,678	656,123

B) Analysis of changes in net debt	At 31 March 2021 £	Cashflows £	At 31 March 2022 £
Cash in hand	626,445	29,678	656,123
Total	626,445	29,678	656,123

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102) – second edition), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. These reports are prepared using pound sterling.

Anawim – Women Working Together meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

General Information

Anawim – Women Working Together was incorporated on 20 November 2014 (company number: 09322109) and registered as a charity on 1 April 2015 (charity number: 1159706) in England and Wales. The Charity’s registered office is 228 Mary Street, Balsall Heath, Birmingham, B12 9RJ.

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the Charity’s ability to continue as a going concern. The review of our financial position, reserves levels and future plans gives Trustees confidence the charity remains a going concern for the foreseeable future.

Fund Structure

The charity maintains the following types of funds: Restricted funds represent grants, donations and legacies received which are allocated by the donor for specific purposes.

General unrestricted fund represents unrestricted income which is expendable at the discretion of the trustees in the furtherance of the objects of the charity. Such a fund may be held in order to finance both working capital and capital investment.

Designated funds represent money designated by the trustees for specific charitable activities. In the year end March 21, the trustees agreed to set aside funds totalling £123,000 to continue funding our drop in, domestic abuse and sexual violence work in the event that additional funding could not be found. An amount of £69,270 still remains in this fund at the year end March 22 and will continue to be used for the same purpose.

Income recognition

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Donations and legacies

Donations and gifts and are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

Grants

Grants are recognised in full in the statement of financial activities in the year in which the charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

Income from charitable activities

Income from charitable activities is recognised as earned as the related services are provided. Income from other trading activities is recognised as earned as the related goods are provided.

Investment income

Investment income is recognised on a receivable basis once the amounts can be measured reliably.

Volunteers

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution made by the volunteers can be found in the trustees’ annual report.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall support costs of each activity, is apportioned based on staff time attributable to each activity.

Tangible Fixed Assets

Tangible fixed assets are stated at cost less depreciation which is provided in equal annual instalments over the estimated useful lives of the assets. Assets costing more than £500 are capitalised.

The rates of depreciation applied to other assets are:

- Fixtures, fittings and computer equipment – 20% per annum
- Motor Vehicles – 20% per annum
- Property – 2 – 4% per annum

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Creditors and provisions

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

Debtors

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

2. DONATIONS AND LEGACIES

General donations

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Coutts Foundation	30,000	-	30,000
Garfield Weston	50,000	-	50,000
Grimit Trust	2,000	-	2,000
John Armitage	75,000	-	75,000
Other	5,113	-	5,113
	198,165	-	198,165

General donations

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Coutts Foundation	30,000	-	30,000
Our Lady of Charity	5,000	-	5,000
Garfield Weston	100,000	-	100,000
Grimit Trust	2,000	-	2,000
Other	38,717	-	38,717
	175,717	-	175,717

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the SOFA as incurred.

Rental charges are charged on a straight line basis over the life of the lease.

Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management’s best knowledge of the amount, events or actions, actual results ultimately differ from those estimates. The Trustees consider the evaluation of useful economic life of fixed assets to be the area of judgement and significant effect on the financial statements. Further details on these judgements are provided in the relevant section above.

3. INCOME FROM CHARITABLE ACTIVITIES

The English Province of Our Lady of Charity of the Good Shepherd provides a full time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2022 would be £12,360 (2021: £12,000).

4. ANALYSIS OF EXPENDITURE

	Direct Costs Staff £	Direct Costs Other £	Support Costs £	Total 2022 £
Criminal Justice	195,766	24,688	22,452	242,906
Prison Outreach	281,795	27,656	26,168	335,619
Mental Health	167,031	48,906	18,261	234,198
Counselling	9,641	6,563	3,077	19,281
Courses	-	41,029	146	41,175
Probation	112,724	41,090	-	153,814
Dawn House	208,268	41,948	27,968	278,184
Drop In	63,393	11,301	6,316	81,010
Complex Needs	121,458	23,287	12,240	156,985
Project Management	310,736	8,708	-	319,444
	1,470,812	275,176	116,628	1,862,616

COMPARATIVE (2021)

	Direct Costs Staff £	Direct Costs Other £	Support Costs £	Total 2021 £
Criminal Justice	224,070	19,075	22,979	266,124
Prison Outreach	211,549	16,622	42,128	270,299
Mental Health	172,083	36,081	42,128	250,292
Counselling	1,826	8,154	3,830	13,810
Residential	28,347	7,691	3,830	39,868
Policy	269,398	28,065	-	297,463
Hardship	29,808	3,720	7,660	41,188
Drop In	-	9,197	-	9,197
Complex Needs	44,990	11,202	15,319	71,511
Project Management	187,042	16,045	22,979	226,066
	179,693	39,739	-	219,432
	1,348,806	195,591	160,853	1,705,250

ANALYSIS OF
SUPPORT COSTS

	2022 £	2021 £
Staff costs	-	51,237
Supervision	3,829	-
Volunteer expenses	-	-
Travel and subsistence	4,399	1,562
Training	3,829	1,911
General office costs	11,302	20,177
Property costs	23,289	19,008
Legal and professional	7,106	4,903
Governance	12,199	14,400
Other	50,675	47,655
	116,628	160,853

GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Audit Fees	18,060	-	18,060

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Audit Fees	14,400	-	14,400

5. NET INCOME FOR THE YEAR

This is stated after charging/crediting
Auditors remuneration (including VAT):

	2022	2021
	£	£
Audit	15,540	12,120
Other Services	2,520	2,280

One Trustees received remuneration of £480.00 in the current year in relation to consultancy services (2021: One Trustee received £480.00).

6. STAFF COSTS AND NUMBERS

Staff costs were as follows:

	Total 2022 £	Total 2021 £
Salaries and wages	1,303,506	1,235,645
Social security costs	105,428	96,268
Pension contributions	57,619	58,238
Redundancy payments	4,067	9,892
	1,470,811	1,400,043

No employee received emoluments greater than £60,000 in the year ending 2022 or 2021. The total employee benefits of the key management personnel of the charity were £316,311 (2021: £364,365). The number of key personnel has increased during the year compared to the year before. During the year, the decision was made to combine the service managers and project team to create the senior management team. This has been beneficial to the organisation as it has streamlined the operations and ensured smooth day to day running of the centre.

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

	2022 Number	2021 Number
Charitable activities	58	56
Support	8	11
	66	67

7. FIXED ASSETS

Cost

At 1 April 2021
Additions
Disposals

At 31 March 2022

Accumulated depreciation

At 1 April 2021
Charge for the period
Disposals

At 31 March 2022

Net book value

At 31 March 2022

At 31 March 2021

Property £	Fixtures & Fittings £	Motor Vehicles £	Total £
1,304,839	93,899	9,750	1,408,488
-	28,618	-	28,618
-	-	(9,750)	(9,750)
1,304,839	122,517	-	1,427,356
123,018	40,963	8,758	172,739
29,861	16,539	992	47,392
-	-	(9,750)	(8,758)
152,881	57,502	-	210,383
1,151,958	65,015	-	1,216,973
1,181,821	52,936	992	1,235,749

Anawim has signed a mortgage deed in favour of The JABBS Foundation over the lease and buildings known as Dawn House. The mortgage was a condition of the grant agreement which provided the funding for the building and staffing of Dawn House. A proportion of this grant might become repayable if the accommodation service at Dawn House is not continued for a period of 10 years. The Trustees regularly review the terms of the grant and do not anticipate that any funds will fall due for repayment under the mortgage.

8. INVESTMENTS

	Total 2022 £	Total 2021 £
Market value at 1 April	195,457	178,818
Additions	-	-
Disposal	-	-
Transfer of cash	-	-
(Loss)/Gain on investments	10,289	16,639
Market value at 31 March	205,746	195,457
Historical cost as at 31 March 22	200,000	200,000
Listed investments	204,912	194,257
Cash awaiting investment	834	1,200
Market value at 31 March 2022	205,746	195,457

9. DEBTORS: amounts falling due within one year

	Total 2022 £	Total 2021 £
Grant debtors	66,820	52,563
Prepayments & Accrued income	89,370	44,262
	156,190	96,825

10.CREDITORS: amounts falling due within one year

	Total 2022 £	Total 2021 £
Accruals and deferred income	51,275	22,751
Other taxes and social security	26,345	20,390
Other creditors	36,050	28,115
	115,670	71,256

11. OPERATING LEASE COMMITMENTS

At the year end, the company was committed to make the following payments in total in respect of operating leases.

	Equipment 2022 £	Equipment 2021 £	Land and buildings 2022 £	Land and buildings 2021 £
	3,451	3,451	17,000	17,000
	8,652	12,367	68,000	68,000
	-	-	448,266	468,677

Leases which expire:

Within one year	3,451	3,451	17,000	17,000
Within two to five years	8,652	12,367	68,000	68,000
Greater than five years	-	-	448,266	468,677

12. MOVEMENT IN RESTRICTED FUNDS (2022)

	As at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
Revenue grants:					
Jabbs Foundation – Dawn House	38,212	137,410	(201,878)	26,256	-
Jabbs – Prison and Outreach	42,955	-	(20,485)	-	22,470
Jabbs – Project Management	90,202	200,000	(174,578)	-	115,624
Oak Foundation – Money Advice	6,459		(6,459)	-	-
WMP – New Chance	7,452	135,000	(142,452)	-	-
HS2 – Out of the Shadows	7,810	4,787	(12,597)	-	-
Other restricted reserves	128,950	1,205,439	(1,114,889)	7,382	226,882
Carried forward	322,040	1,682,636	(1,673,339)	33,638	364,976

12. MOVEMENT IN RESTRICTED FUNDS (2021)

	As at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
Revenue grants:					
BSMHFT	15,061	100,930	(115,991)	-	-
Jabbs Foundation – Dawn House	14,125	272,751	(248,664)	-	38,212
Jabbs “Top Up Fund”	8,660	-	(8,660)	-	-
Jabbs – Fundraising Officer	8,048	-	(8,048)	-	-
Jabbs – Prison and Outreach	25,224	39,639	(21,908)	-	42,955
Jabbs – Project Management	-	197,252	(107,050)	-	90,202
Oak Foundation – Money Advice	6,886	134,107	(134,534)	-	6,459
NHS – L&D	493	67,000	(67,493)	-	-
WMP – New Chance	30,136	135,000	(156,147)	(1,537)	7,452
Day for life – operations team	8,062	-	(8,062)	-	-
HS2 – Out of the Shadows	12,612	9,122	(13,924)	-	7,810
Other restricted reserves	156,348	610,708	(634,606)	(3,500)	128,950
Carried forward	285,655	1,566,509	(1,525,087)	(5,037)	322,040

Birmingham Solihull Mental Health Foundation Trust

provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liaison and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

JABBS Foundation supports Anawim with funding for Dawn House as well as some non-statutory work, and the prison in-reach which feed into Dawn House.

The Oak Foundation provided a grant for the provision of caseworkers.

Police & Crime Commissioner – provide a grant for New Chance work with women.

NHS England provide funding for Liaison and diversion work with women.

NPS funding for Personality Disorder and mentoring.

Pilgrim Trust have given a grant for the Family Support Service.

Barrow Cadbury Trust Support for the Women’s involvement work & CEOs role in policy and development work.

HS2 – Out of the Shadows monies donated towards a drop in centre project in Washwood Heath, with the aim of reaching women associated with domestic violence, sexual abuse and homelessness.

Smallwood Trust Have provided funding to support women with Life skills work

Ministry of Justice One off grant to support with funding our core costs

Henry Smith- Have given funding for our multiple and complex needs work including family support

Transfers: During the year there were transfers from unrestricted funds to restricted funds to cover underfunded salaries and expenditure, and transfers for fixed assets that were purchased using restricted funds.

13. MOVEMENT IN UNRESTRICTED FUNDS	As at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General funds	266,000	216,124	(116,628)	(14,864)	350,632
Designated funds					
CEO Salary Designation	136,431	-	(18,921)	-	117,510
Fixed Assets Fund	1,235,749	-	-	(18,774)	1,216,975
Designated for Drop in, Domestic Abuse and Sexual Violence work	123,000	-	(53,729)	-	69,271
	1,761,180	216,124	(189,278)	(33,638)	1,754,388

The designated fund was set up with a transfer of £200,000 which relates to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd which is to be used for the salary of the CEO in the event that no other funding can be found. Fixed assets relating to

Dawn House were designated in the year as these are to be used to fulfil Anawim’s charitable objectives. The amount of £123,000 has been designated by the board to ensure that the vital work around the drop in service, domestic abuse and sexual violence can continue in the event that no other funding is awarded.

13. MOVEMENT IN UNRESTRICTED FUNDS (2021)	As at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General funds	288,519	117,554	(160,853)	20,780	266,000
Designated funds					
CEO Salary Designation	155,741	-	(19,310)	-	136,431
Fixed Assets Fund	1,251,492	-	-	(15,743)	1,235,749
Designated for Drop in, Domestic Abuse and Sexual Violence work	-	123,000	-	-	123,000
	1,695,752	240,554	(180,163)	5,037	1,761,180

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fixed assets

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1,216,975	-	1,216,975
Investments	205,746	-	205,746
Current assets	447,337	364,976	812,313
Current liabilities	(115,670)	-	(115,670)
	1,754,388	364,976	2,119,364

The assets held in the restricted funds are short term deposits in recognition that they are planned to be spent in the near future.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2021)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	1,235,749	-	1,235,749
Investments	195,457	-	195,457
Current assets	401,230	322,040	723,270
Current liabilities	(71,256)	-	(71,256)
	1,761,180	322,040	2,083,220

15. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purpose. The charity is not exempt from VAT which is included with the expenses to which it relates on the Statement of Financial Activities.

16. RELATED PARTY TRANSACTIONS

Anawim was previously a project of The Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd charity registration number 264140) which transferred the assets and liabilities and activities relating to the project to a new charity, Anawim – Women Working Together from 1 April 2020 as detailed within note 2. This Charity provided the services of the sisters who work in the project and financial support towards the finance manager salary.

Trustee remuneration and expenses have been disclosed in note 5.

17. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net (loss)/income for the year	36,144	101,813
Depreciation charge	47,392	48,803
Interest received	(73)	(258)
Dividends received	(12,260)	(6,676)
Loss/(gain) on investments	(10,289)	(16,639)
Loss/(gain) on disposal of fixed assets	(235)	759
Decrease/(increase) in debtors	(59,365)	(18,678)
(Decrease)/increase in creditors	44,414	1,461
Net cash used in operating activities	45,728	110,585

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Note	Unrestricted General 2021 £	Unrestricted Designated 2021 £	Restricted 2021 £	Total 2021 £
INCOME FROM:					
Donations and legacies					
General donations	2	52,717	123,000	-	175,717
Charitable activities					
Criminal Justice/Diversion		-	-	221,506	221,506
Courses		-	-	51,341	51,341
Drop in		-	-	16,264	16,264
Prison Inreach		-	-	207,834	207,834
Project Management		-	-	254,625	254,625
Money Advice		-	-	-	-
Mental Health		-	-	204,477	204,477
Counselling		-	-	13,927	13,927
Residential		-	-	322,626	322,626
Policy Work		-	-	32,812	32,812
Hardship		-	-	13,027	13,027
Multiple & Complex Needs		-	-	228,070	228,070
Bank interest		258	-	-	258
Other income		47,940	-	-	47,940
TOTAL INCOME		100,915	123,000	1,566,509	1,790,424
EXPENDITURE ON:					
Charitable activities					
Criminal Justice		22,979	-	243,145	266,124
Courses		3,830	-	36,038	39,868
Prison Outreach		42,128	-	228,171	270,299
Money Advice		-	-	-	-
Mental Health		42,128	-	208,164	250,292
Counselling		3,830	-	9,981	13,811
Residential		-	-	297,463	297,463
Policy/funding core		7,660	-	33,528	41,188
Funding/hardship		-	-	9,197	9,197
Project Management		-	19,310	200,122	219,432
Drop In		15,319	-	56,192	71,511
Complex needs		22,979	-	203,086	226,065
TOTAL EXPENDITURE	4	160,853	19,310	1,525,087	1,705,250
Net gains/(losses) on investments	8	16,639	-	-	16,639
NET (EXPENDITURE)/INCOME		(43,299)	103,690	41,422	101,813
TRANSFER BETWEEN FUNDS		20,780	(15,743)	(5,037)	-
NET MOVEMENT IN FUNDS		(22,519)	87,947	36,385	101,813
TOTAL FUNDS brought forward		288,519	1,407,233	285,655	1,981,407
TOTAL FUNDS carried forward		266,000	1,495,180	322,040	2,083,220

Anawim: Birmingham's Centre for Women

Visit us!

Balsall Heath Centre
228 Mary Street
Balsall Heath
Birmingham B12 9RJ
Tel: 0121 440 5296
Helpline: 0800 019 8818

Follow us

-  @anawim.bcw
-  @Anawim_BCW
-  @anawim_bcw

Subscribe to our mailing list at www.anawim.co.uk
for more from Anawim and beyond.
For information on how to donate or get involved,
visit www.anawim.co.uk/get-involved

Anawim-Women Working Together
(Anawim) is a charitable company
registered in England and Wales.
Company Number 93222109,
Registered Charity Number 1159706.

www.anawim.co.uk

ANAWIM - BIRMINGHAM-S CENTRE FOR WOMEN LIMITED

England & Wales - Charity number 1159706

Accounts

A Black woman with dark hair pulled back is smiling warmly and hugging a white woman from behind. The white woman has long blonde hair tied in a ponytail and is wearing a black and white striped shirt. The Black woman is wearing a black top and a white beaded bracelet. The background is a blurred indoor setting with windows.

ANNUAL REVIEW & FINANCIAL STATEMENTS 2021

Anawim

Birmingham's Centre for Women

ANNUAL REVIEW & FINANCIAL STATEMENTS 2021

REFERENCE AND ADMINISTRATIVE DETAILS

TRUSTEES (1 April 2020 to 31 March 2021)

Khairun Butt (to 16.06.2020)
Anne Josephine Carr
Nicola Jane Clarke
Matilda Sinead Collier
Robin Wayne Daniels
Puja Mukeshkumar Desai
Ruth Drapkin
Janet Hemlin
Rosemary Kean
Paula Ann Mitchell (from 18.03.2021)
Lynne Moran
Suzanne O'Malley
Sukhwinder Salh
Isla Stroyan

TRUSTEES (1 April 2021 to date of Signing 2021)

Mary Casey (Appointed 16.09.2021)
Monica Ghai (Appointed 13.10.2021)

ANAWIM SENIOR MANAGEMENT TEAM

Donna Lewis – Chief Operating Officer
Hannah Ruff – Finance and Contracts Manager
Issha Barr – Service Manager
Gina Graham – Service Manager
Sarah Gallagher – Service Manager
Emily Johnson – Fundraising and Communications Manager
Hannah Johnson – Volunteer and Counselling Manager
Claire Potter – Operations Manager
Rubana Mukhtar – Operations Manager

CHIEF EXECUTIVE

Joy Doal MBE

PRINCIPAL AND REGISTERED ADDRESS

228 Mary Street
Balsall Heath
Birmingham B12 9RJ

AUDITORS

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

SOLICITORS

Higgs LLP
3 Waterfront Business Park
Brierley Hill
Dudley DY5 1LX

INVESTMENT MANAGER

Cazenove Capital Management
12 Moorgate
London
EC2R 6DA

BANKERS

National Westminster Bank Plc
Kings Heath
Birmingham
B14 7LQ

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Anawim believes
in the intrinsic **value**
of every person
and **welcomes**
each woman,
without judgement.

TRUSTEES REPORT

The Trustees submit herewith the report and financial statements of Anawim – Women Working Together (Anawim) for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out on pages 30–32 and comply with The Charities Act 2011 and the Statement of Recommended Practice for charities (SORP 2015) (Second edition effective 1 January 2019)

Mission Statement

Anawim provide trauma responsive services including holistic support and advocacy in Birmingham to enable women to reach their potential. Our vision is a world where women and girls are safe, free, valued and empowered members of society.

Our Values

Anawim believes in the intrinsic value of every person and welcomes each woman – without judgement.

We are deeply committed to listening to the women and building services around their needs.

We help women to navigate the complex challenges they are facing and we do all that we can to support them for as long as they need us.

Anawim empowers women to make positive changes to turn their lives around, helping them – one step at a time – to become independent.

We want the best for the women and to make sure their basic needs are met. We won't rest until we've done all we can to keep them safe.

A word from Anawim's Chair of Trustees and CEO

"2020/21 has been a most uncertain and challenging year for women in need of help dealing with Covid-19. Anawim staff have adapted and adjusted practice in order to offer a virtual service. I speak on behalf of all the Birmingham women who have received support when I say a heartfelt thank you to Anawim staff and volunteers."

Lynne Moran, Anawim Chair of Trustees



"A full 12 months of lockdowns and the Covid-19 pandemic has given us some space to work on projects which maybe would have been harder under normal circumstances. We have had a total re-brand, new logo, website, refreshed our ethos and now have a really helpful messaging matrix which has given all staff great guidelines and ideas. We have refreshed the buildings while they have been underused, painting in the new colours, ready to welcome groups back. We have stepped up our presence by employing a Communications Officer, and are in the process of working with our trustees to develop the governance of Anawim, bringing in a paid Company Secretary and have embarked upon the huge process of developing our 5-year plan.

It has been a year of strengthening infrastructures – policies, risk registers, health & safety, our casework model, business continuity plans, creating new progression routes for staff and improving our case management system."

Joy Doal, Anawim CEO



WHAT HAVE WE ACHIEVED? – A BRIEF OVERVIEW

Though the past year has brought with it unprecedented adversity, we are left hopeful for the future by reflecting on all that Anawim has achieved during this time. Since our last report, Anawim has been nominated for two prestigious awards. Both our Liaison and Diversion and New Chance teams were nominated for Howard League Community Awards, with Liaison and Diversion taking the prize and New Chance receiving a commendation for its "impressive results". More recently, we were delighted to attend the National Diversity Awards ceremony in Liverpool after being shortlisted for The Community Organisation Award for Gender.

Anawim will once again be able to provide community rehabilitation as an alternative to prison for the first time in four years. Funding for this initiative was won through a joint bid with the Women's Justice Partnership, made up of Anawim, Black Country Women's Aid, Changing Lives and Green Square Accord. Currently three out of five women are serving prison sentences of less than six months – while this isn't enough time to access long-term support, it is enough time for a woman to lose her home, her job and her children. Through the new contract, rather than serving damaging, short prison sentences, women will receive tailored, trauma-informed support in an environment that empowers them to rebuild their lives and is proven to reduce reoffending.

to integrate back into the community upon release. This includes providing trauma-responsive support to reduce reoffending and overall harm, increase women's sense of safety and help them rebuild their lives by building a national network of ten Women's Centre Link Workers.

Funding from the Oak Foundation allowed the Multiple and Complex Needs team to support a total of 587 women between April 2018 and March 2021. This includes women that Anawim has supported through therapeutic groups and courses. 454 women have had access to tailored, one-to-one casework from our domestic abuse, sexual violence and mental health caseworkers. In addition, another 13 women were supported by six volunteer caseworkers who were advised, trained or given support from the project. Caseworkers were able to support women to become confident and stay safe from violence and conflict at home; to navigate complex services such as housing and benefits; to develop budgeting skills and improve employability; to improve parenting ability; and to improve self-case skills, self-esteem and to develop more resilient mental health.

These outcomes will be discussed in more detail later in this report.

For women who do receive prison sentences, we are pleased to have launched the Creating Community Connections project in partnership with Women in Prison, Brighton Women's Centre, Together Women and Nelson Trust after a successful application to the Tampon Tax Fund. Recent statistics suggest that around 6 out of 10 women are leaving prison into homelessness – The Creating Community Connections project aims to strengthen partnerships between a national network of Women's Centres, prisons and women in custody to ensure women have support



A SUMMARY OF ANAWIM’S PURPOSE AS SET OUT IN OUR GOVERNING DOCUMENTS

The objects of the Charity (the “Objects”) are, for the public benefit, the promotion of social inclusion by preventing vulnerable women and members of their families from being socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society by all means that are charitable in law.

3.2 For the purposes of Article 3.1:

3.2.1 “socially excluded” means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender); and

3.2.2 “vulnerable women” means women who have been, or are at risk of being, physically, sexually, emotionally or psychologically abused or experienced homelessness, mental, physical health or substance misuse problems or involved in prostitution.

During the year, the Board of Trustees reviewed its charitable objects and agreed that they remain entirely relevant and purposeful. The Board continually has regard to The Charity Commission’s guidance on public benefit.

WHERE WE BEGAN

Anawim was founded by two pioneering nuns, Sister Magdalene Matthews and Sister Maisie Nevin, who moved into a red light district in Balsall Heath – at the time described as ‘Britain’s busiest cul-de-sac’. They decided to open their home as a drop in centre to women in the local community who were involved in prostitution and vulnerable to exploitation. The Sisters were struck by the difference it made for women to have a safe space, a warm drink and a listening ear. A place they could go without fear of judgement, to meet other women who cared deeply about their wellbeing. Motivated by unconditional love, an appreciation of the value of every woman, and a commitment to helping people to live life to the full, the Sisters’ mission continues to inspire us.

WHERE WE ARE NOW

From listening to thousands of women for over 30 years, we know that every woman’s story is different. That’s why everything we do is informed by individual needs, which means we offer the broadest support. From a place to stay when women are leaving prison, or a place to visit when things are tough, to courses, activities, counselling, help with parenting, care, specialised support, clothes, food and other essentials like access to a phone and the internet – women’s lives can sometimes depend on us. Until women’s needs are fully recognised by society, we will continue to fight for justice and advocate for change.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Anawim is taking steps to understand more about the diversity of its teams and how we can better support with any inclusion needs. We are working towards an organisation that feels safe for all and to that end are in the process of creating spaces for staff and volunteers to discuss, learn and feedback on their experiences, and how this may impact on mental health and wellbeing.

By bringing people together in a shared space, we hope to support each other’s understanding of inclusive language and appropriate terminology, challenge unconscious bias and break down barriers to understanding gender identity, race, sexual orientation, disability, ethnicity and other individual experiences. This helps us to establish more diverse teams, ensuring individuals have access to equal opportunities and feel safe to be their authentic selves whilst working at Anawim, as well as enabling our staff to better understand and support the intersectional needs of our women.

We have recently developed a comprehensive Equality, Diversity and Inclusion Policy which has been made available to our women, our staff and the wider public on Anawim’s website. The purpose of the policy is to provide equality, fairness and respect in all aspects of employment and service provision, including voluntary roles, by being encouraging, open and welcoming.

Anawim commits to the ethical treatment of all people at all times, extending beyond our legal obligations and in line with the charity’s ethos to be non-judgmental and compassionate, as well as endeavouring to be actively anti-racist and culturally responsive.



We are deeply committed to **listening** to our women and building services around their **needs**.

WHAT DO WE DO?

Anawim supports women to access a range of services all under one roof. We have learned what works and developed a reputation for being reliable, trustworthy and effective, both proactive and reactive to the needs of our women. Our caseworkers have the flexibility to support women's individual needs and experiences, using gender-responsive and trauma-informed approaches, meaning they are much more likely to engage and make positive progress. Our approach works because we help women to break down the barriers to engagement by always listening and adapting our service.

Women supported by Anawim often present with multiple and complex needs. They may be experiencing personality

disorders and other mental ill-health; have been caught up in the criminal justice system; be experiencing sexual and domestic abuse or dealing with the lasting trauma of historic incidents, resulting to substance misuse as a coping mechanism. In particular, women with personality disorders may struggle to regulate emotions and communicate their needs to multiple agencies, making it difficult to access appropriate support elsewhere.

Our teams work holistically to provide each woman with a tailored support package, creating an integrated approach that women need and deserve.

"It's a safe haven for me, a place I can be myself and shut off and relax. Meeting up with and making new friends. I can just go there when I'm not alright."

- Anawim Client



DROP-IN(S)

Anawim operates Drop-in services at our Women's Centre in Balsall Heath and at the Dolphin Women's Centre in Washwood Heath, where no appointments or referrals are necessary. Through Drop-in, women have access to basic essentials, such as food, toiletries, clothing and a hot shower, as well as practical and emotional support. These services benefit from Anawim's strong community partnerships and networks, championed by our dedicated caseworkers, volunteers and university students and which allow us to signpost women for support, receive regular donations of supplies, share best practice and reach a larger demographic of women. For women who may need more complex, longer term support, Drop-in can act as a first step to accessing Anawim's core services through referral.



FAMILY SUPPORT

Women whose children have been adopted or placed into foster care access our services to address the issues which led to the removal of their children, looking to develop new skills which may improve their chances of regaining contact, or learning to recover after loss and separation. Between April 2020 and April 2021, 42% of women who came to Anawim for domestic violence needed family support, this also applied to 27% of women being supported in Ardenleigh Secure Women's Service and 32% of women receiving inprison support.

Women who get caught up in the criminal justice system are likely to lose their homes, jobs, benefits and children. Every year an estimated 17,000 children experience their mother being sent to prison (Prison Reform Trust), with over half of women in custody having dependent children (Lord Farmer – Ministry of Justice).

Children raised in environments involving domestic abuse, poor mental health, a member of the household being in prison or as victims themselves of abuse or neglect, are more likely to develop mental and physical health issues in later life. By offering women holistic support, children whose parents are supported by Anawim should have their future outcomes improved, living free from domestic abuse and having greater parental stability.

DAWN HOUSE

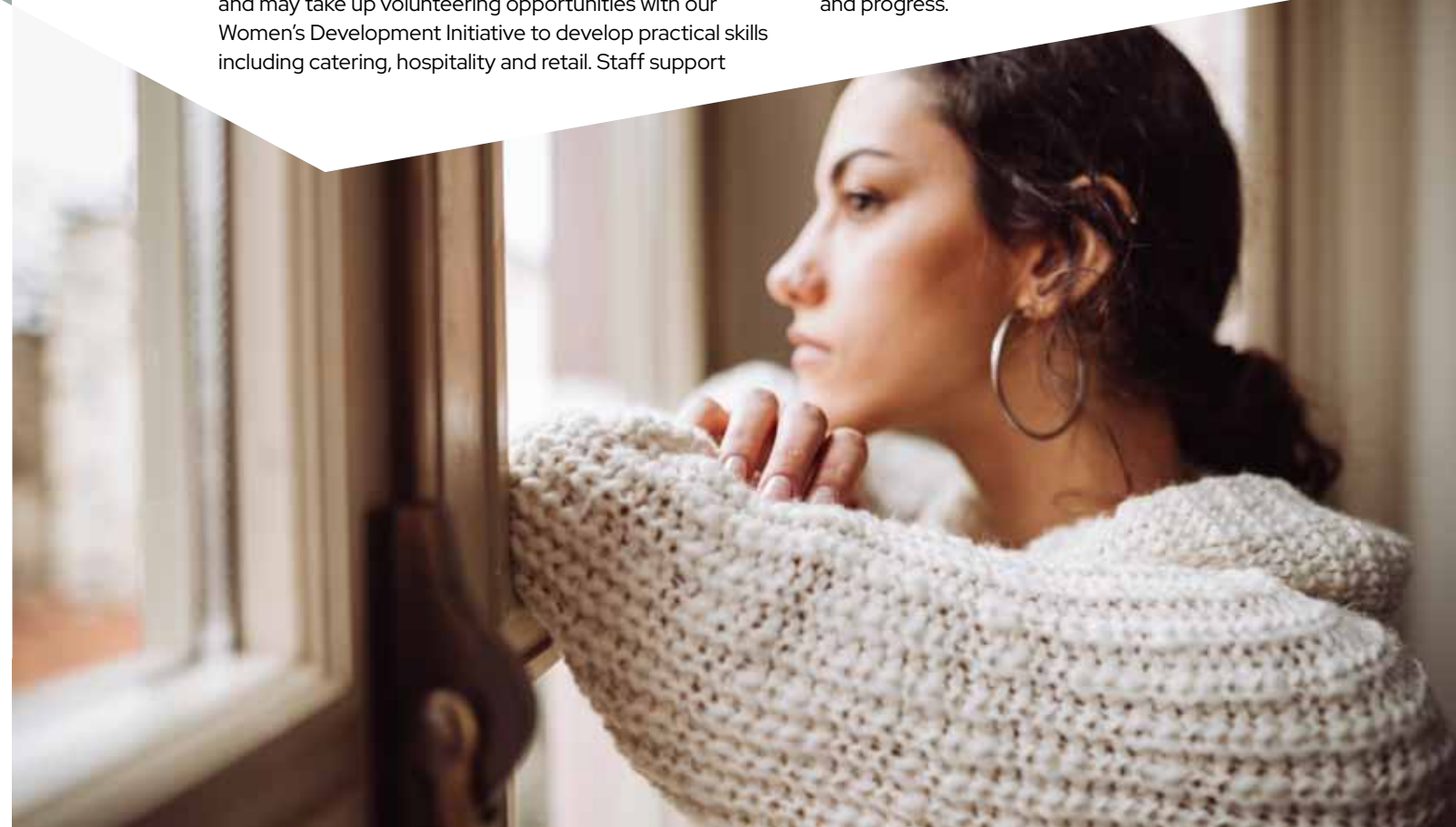
The first few days after a woman is released from prison can be overwhelming; she may be required to attend Probation and other meetings, find somewhere to live, pick up a prescription, sometimes in a different city to where she is now – for women leaving prison without appropriate accommodation, with very little money and no support network, this is near impossible.

Dawn House is Anawim's safe, trauma-informed supported residential unit for women transitioning back into the community after serving a prison sentence. It is staffed 24 hours a day, 7 days a week, so that help is on hand whenever a woman may need it. Women can be referred by their Probation officer, prison staff or Anawim's own Prison Liaison team and the suitability of potential residents is discussed at weekly panel meetings. Once a woman is accepted, plans are made to ensure she has all the support she needs from the day of release. This may include travelling with a woman from the prison gates to Dawn House and supporting her to attend any mandatory appointments, reducing the chances of recall and helping to break the cycle that many women are swept up into.

Once a woman is settled, she will work with senior support staff to create a bespoke support plan tailored to her own needs and objectives. Women can be referred to therapeutic courses to help develop emotional resilience, skills-based courses such as budgeting and employability, and may take up volunteering opportunities with our Women's Development Initiative to develop practical skills including catering, hospitality and retail. Staff support



residents with tasks such as setting up an email address, opening a bank account and registering with a doctor's surgery and run weekend and evening activities to help women learn new interests and build relationships with one another. Women are also supported to find their own, longer term accommodation and once a suitable place is found, staff help with finding furniture and applying for grants for white goods and other essentials. When settled, she continues to receive support from Dawn House staff and then from our Resettlement team for continued support, ensuring she can still access Anawim's wider services and continue to develop and progress.



CRIMINAL JUSTICE FOCUS

For women caught up in the criminal justice system, Anawim offers support at every stage. From prevention and early intervention, through to diversion, alternatives to custody, support in prisons and 'through the gate', providing post-release accommodation onsite, and support in the community.

Women are disproportionately affected by their experience with the criminal justice system; their families suffer a greater impact than they would if a male had been imprisoned, due to women more often being primary caregivers and managing the home. The trauma of imprisonment and separation from their children, combined with a variety of underlying issues can cause women to resort to adverse coping strategies such as self-harm, substance abuse and repeated offending behaviour. Over half of women in prison have been victims of domestic abuse (Prison Reform Trust), levels of acquired brain injury from this is worrying. Wraparound services and specialised interventions are needed for women to address the root causes that brought them into contact with the criminal justice system, such as experiences of violence and abuse, mental ill health and poverty.

"It is generally agreed, across government and the criminal justice system, that Women's Centres represent the most effective support as part of alternatives to custody. Despite recognition of the value of Women's Centres, funding for these services remains inadequate and precarious."
- Women's Budget Group

NEW CHANCE

New Chance is an early intervention project working in partnership with the West Midlands Police and Crime Commissioner. The project diverts women who have committed low-level or first-time offences, which can attract an Out of Court Disposal, away from the criminal justice system by addressing women's criminogenic needs and reducing the strain on local services which are over-stretched and in short supply.

An evaluation by the University of Birmingham demonstrates that reoffending amongst New Chance clients experiencing mental health issues was 35-37% lower, and those who presented with substance misuse issues had a 51-55% decrease in reoffending. Between April 2020 and April 2021, Anawim supported 103 women through New Chance. A key outcome is that women avoid receiving a criminal record, which holds them back from employment and other aspects of their lives. By supporting women in the community, the damaging cycle of prison, release, recall can be broken.

LIAISON AND DIVERSION

Anawim is part of the National Liaison and Diversion service. Led by Birmingham and Solihull Mental Health NHS Foundation Trust, this service aims to divert people into mental health and other support. Mental Health Practitioners operate at Magistrates and Crown court, and Perry Barr Custody Suite, referring women with mental health indicators or other vulnerabilities over to Anawim where she can engage in community-based solutions and sometimes avoid entering the criminal justice system or receiving a community sentence.

Between April 2020 and April 2021, 43% of women accessing our Liaison and Diversion service had experienced domestic violence, 47% had experienced alcohol dependency and 19% had experienced substance misuse. By receiving tailored, trauma-informed support in the community, rather than being punished, a woman can work to address these needs holistically and move away from the drivers of offending behaviour.

PRISON IN-REACH

Throughout the pandemic, women were spending up to 23.5 hours a day in their cells and feelings of loneliness and isolation saw self-harm rates at a record high. Lockdown restrictions meant we had to reevaluate how we could continue to work in partnership with women and prison staff, but despite the challenges, Anawim's Prison team continued to support women both in prison and following release.

Caseworkers maintained an open dialogue of communication with women by sending letters and postcards, along with stamped envelopes so that women could reply, to which caseworkers received positive responses. In partnership with One Small Thing and Women's Centres across the country, Anawim delivered care packages to women in prison containing distraction items such as craft and mindfulness activities; 240 packs were sent to HMP Foston Hall and 265 packs to HMP Drake Hall. Arranged video calls were particularly helpful for women who would be coming to live in Anawim's residential unit, Dawn House, upon release. This platform provided an opportunity for the Dawn House Senior Support Worker to meet virtually with women and arrange a plan to ensure a smooth transition from prison to Dawn House.

Anawim believes that our presence in local prison facilities is vital for women's wellbeing both during their stay and in preparing for release. We currently have three Enrichment Workers located in the CAMEO unit at HMP Foston Hall, offering specialised therapeutic workshops for women with personality disorders. Therapeutic activities are run on evenings and at weekends when women are most vulnerable, having worked through deep trauma during

the week day, and so this work significantly reduces incidents of self-harm. We were successful with a national application to the Tampon Tax Fund for the Creating Community Connections project enabling us to recruit two Link Workers based in HMP Drake Hall and HMP Foston Hall. They provide every woman within each establishment referrals and access to the local Women's Centre in the area they will be released to. They will also recruit serving prisoners to be trained as Women's Champions to raise awareness of what Women's Centres offer.

Our Resettlement team offers one-to-one support to women around a range of issues, including domestic abuse, help accessing education, applying for grants and housing, preparation for release, 'through-the-gate' support on a woman's day of release, and information about local community resources and services. In addition, we have recently recruited a Prison Liaison Worker whose priority is to promote Dawn House amongst women and staff in both HMP Foston Hall and HMP Drake Hall, as well as supporting women to decide if Dawn House is the right approach for them.

We want the best
for our women
and to make sure
their basic needs are
met. We **won't**
rest until we've done
all we can to keep
them safe.

"The women I work with are amazing. Considering where they are and what they go through I just feel humbled by how brave they are."

– Anawim Caseworker

RESETTLEMENT

Anawim's work with women in the community following release continued but was altered to adhere to Covid-19 regulations and to keep both the women and staff safe. Women were contacted by telephone at least once a week and where necessary, food parcels and other essentials were delivered to the women's homes. Some women engaged in 'walk and talk' sessions around local parks with their caseworker. Despite limited face to face contact, Anawim caseworkers and clients were still able to achieve positive outcomes to address women's complex needs when leaving prison. Supporting women to develop life skills – such as budgeting and finance, employability and confidence – has a huge impact on her physical and mental health, reducing the likelihood of using substances, getting into debt and being vulnerable to unhealthy and coercive relationships. By enabling women to address past trauma in a supportive environment, they develop better coping strategies and the tools needed to negotiate future challenges in more constructive ways and avoid getting swept back into the criminal justice system.

As face-to-face contact has resumed, clients have been encouraged to attend afternoon teas and engage in therapeutic interventions such as yoga, walking and gardening; this helps women to develop relaxation techniques and learn how to work alongside and communicate with others, allaying anxiety in returning to group work. Anawim's Resettlement Worker supports women to recognise their individual triggers and anxieties and to understand that everyone experiences trauma in their own way. Women have opportunities to take part in courses such as the REDD programme which focuses on managing stress and regulating emotions. In addition, our Resettlement Worker supports women to build stronger, more trusting relationships with other professionals, such as Probation and social workers, helping to break down barriers and increase a woman's chances of achieving positive outcomes after a prison sentence.

COUNSELLING

Anawim's counselling team is made up of the Volunteering and Counselling Manager, the Counselling Co-ordinator and a team of qualified volunteer counsellors and trainee counsellors on placement. Offering this service in-house, rather than having to refer women elsewhere, is important to maintain the familiarity and ease that many of our women benefit from.

Anawim offers Integrative Counselling, underpinned by Person-centred Counselling and we are a provider to the Birmingham Living Well Consortium. During lockdown and throughout the Covid-19 pandemic, we were able to continue offering counselling online or by telephone; using this as a learning opportunity, we continue to provide online counselling for women who are unable to attend the centre. Looking to the future, we wish to extend the counselling service to as many local women as possible by offering evening and weekend sessions.



THERAPEUTIC GROUPWORK

Anawim delivers a varied timetable of courses as part of a woman's tailored package of care. Courses include Regulating Emotions & Dealing with Distress (REDD); Seeking Safety, which addresses substance misuse that is linked with trauma; The Freedom Programme, helping women who have experienced domestic abuse to identify types of abuse and the impact, and eventually work towards empowerment and assertiveness; and Trauma Recovery Empowerment Model (TREM), with excellent input from Phoenix Psychology. During the pandemic when group work had to be put on hold, Phoenix trained all caseworkers to deliver one-to-one sessions, ensuring women could continue to receive vital support. Anawim has now received funding from Public Health to translate sessions into community languages and for these to be made accessible to all via our website.

ARDENLEIGH

Ardenleigh is a forensic psychiatric hospital in Birmingham supporting women experiencing complex mental health issues. Anawim has a variety of professionals located in Ardenleigh, including two Mental Health Coordinators, caseworkers and enhancement workers. Each person's mental health is individual to them and can be subject to rapid change. This can make planning effective sessions challenging, however, Anawim's Ardenleigh team are committed to building therapeutic rapport with each woman and delivering meaningful interventions whenever possible.

Skills-based workshops such as digital literacy, which develop basic technological skill and improve quality of learning and education, are very well-received by clients. In addition, enhancement activities run by Anawim workers help to improve women's general wellbeing, as well as build rapport with one another and with workers. Activities have included Iftar Nights, tie-dye and coffee mornings, as well as celebration of significant events such as Black History Month with poetry, music, art and food. In spite of the uncertainty brought on by Covid-19, the team have continued to support clients transitioning from hospital in the community, with access to community links and help to achieve future goals, which may include participation in voluntary work and Anawim's Ambassador programme depending on a client's aims and needs.

NEW PROJECTS

Helpline and live chat

In light of the rise in domestic abuse, mental health issues and other complex needs, and the impact of Covid-19, Anawim created a new service aimed at women who are not currently Anawim clients and may not be accessing any of our wider services. Anawim's free, confidential helpline is now open Monday to Friday, 9am – 5pm, for all women who are feeling unsure or worried about their mental wellbeing, relationships and families, finances and changes to working life, housing issues or anything else. Between April 2020 and April 2021, Anawim supported 121 women through our helpline, half presented to us with domestic abuse needs.

We are relieved to be able to provide a service that doesn't require women to attend the centre, as this can pose particular difficulties for women experiencing domestic abuse. In addition, an online chat function is also available on Anawim's website, providing greater accessibility for women who may not be able to safely attend the centre or speak on the phone.

The Venus Project

Anawim's specialised caseworkers recently developed and piloted a six-week interactive course for girls aged 14 to 18 years old. We named it the Venus Project, designed to help young women to demystify taboo areas such as periods and sexual health, understand emotional wellbeing and the criminal justice system, and develop an understanding of healthy relationships and internet safety. The programme is delivered within a school or college environment or within a community setting such as places of worship or youth clubs.

It is delivered in small groups of up to eight students to enable and encourage in-depth discussions which in turn consolidates their learning. Each week a different topic which is currently affecting young people is covered, with the last session concluding everything that has been taught and acting as an opportunity to clarify or go into further detail around the topics discussed. Caseworkers have found that while young people may be reluctant to talk about sensitive topics with parents and teachers, the girls who took part in these sessions engaged well with workers and were receptive to the information provided, with requests from teachers for further sessions.



Multiple and Complex Needs

Extremely generous funding from the Oak Foundation meant that Anawim's Multiple and Complex Needs team, consisting of domestic abuse, sexual violence and mental health caseworkers, had security for three years.

Between April 2018 and March 2021, 383 Oak-funded women presented to Anawim with three to six needs. 133 women presented with eight to eleven needs. 149 women received ongoing, one-to-one caseworker support with their mental health. 168 women received ongoing support from the Domestic Violence Caseworker, and 80 clients received ongoing sexual violence support. Although mental health is an important need for many women, since May 2021, Anawim has not had funding for mental health caseworkers.

Through access to parenting support, six women had their children taken off Children in Need or safeguarding plans and three women had children returned to their care. Although these numbers may seem small, the work put into these outcomes by both women and caseworkers is tireless and it is difficult to over-estimate the significance this will have for mother and child over their lifetimes.

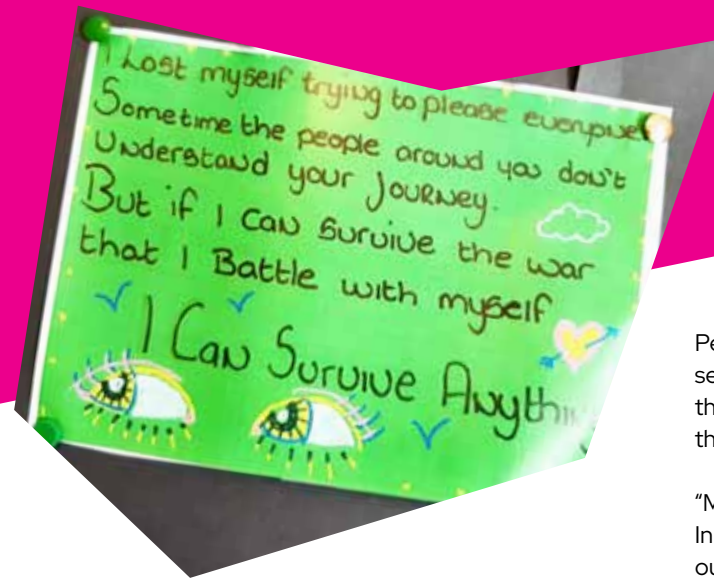
Many women who attend Anawim experience multiple disadvantages and finding work can be extremely difficult. There were 70 individual sessions of literacy, numeracy, hospitality and IT courses during this project, 12 women gained employment. We consider this to be an excellent outcome given the systemic challenges and trauma the majority of women face when beginning their journey with Anawim.

Assisting women to escape from domestic violence and abuse was a critical outcome for the Oak Project. Some clients were housed in Anawim's own six-bed accommodation, Dawn House, and safety plans were made for a woman to leave abuse. In 41 cases, police reports were filed by the caseworker, in four other cases the worker secured an injunction against the partner. In five cases, perpetrators were charged and four convictions were recorded during this project. Given the low reporting and conviction rates of domestic violence nationally, these outcomes are well above the expected outcomes from a small charity. Clients were also referred to specialist counselling for domestic violence (both in-house and with other agencies).

53 clients were supported to achieve goals in their substance use treatment plans, reduce their substance use or were referred to an external agency. Several became abstinent from alcohol or drugs whilst being supported by Anawim. Other health outcomes were achieved through support to access counselling, exercise, regularly take prescribed medication, dealing with medication side effects and pain, the provision of free sanitary products, ensuring women were registered and engaging with a health professional (GP/health visitor/CPN/sexual health nurse) and had advice about dealing with menopausal symptoms.

Women's Involvement

Anawim is committed to the personal and professional development of our women, just as women play an important role in the organisation's progression. Clients may contribute time to Anawim's Donations Hub; sorting clothes, creating packs for women and children in need and mothers with new babies, as well as liaising with external charities to offer surplus donations. Not only does this build on women's skillset and experience, it offers much-needed relief to families in the local community.



Women also take part in arts and crafts activities and general socialising to support wellbeing. Limited contact due to Covid-19 posed challenges, however women continued to take up opportunities to socialise virtually. Courses continued to be delivered online with creativity and journaling packs sent out to women.

Peer Mentors and Ambassadors

Lived experience is now being recognised as a powerful means of highlighting important issues. People with lived experience may have insight into causes and outcomes with regards to particular issues, as well as knowledge of what does and does not work within a particular system. However, the contribution of people with lived experience must not be taken for granted and as an extension, requests for people to share their experiences must be trauma-informed. Anawim's Peer Mentors and Ambassadors have worked alongside our Communications Officers to develop a Lived Experience and Media Policy, outlining best practice for interviewing contributors with lived experience and reporting on particular issues.

Peer Mentors and Ambassadors engage in media opportunities to raise awareness of issues they care about, when appropriate, and attend forums and discussions, contributing their vital insight to outside agencies to influence policy change. Their work includes discussions with The Ministry of Justice around racially minoritised women's experience of the criminal justice system and within the criminal courts; highlighting the effect of non-dual diagnosis and improvements required of GP's and mental health practitioners in conversations with HealthWatch; and campaign work around the crisis of women being released from prison into homelessness. Ambassadors attend weekly sessions preparing them for talks with outside agencies and to create new mediums to capture lived experience, ensuring women are involved in every step of the process. Ambassador meetings also act as a precursor to Peer Mentor training as it begins to set professional standards for our women.

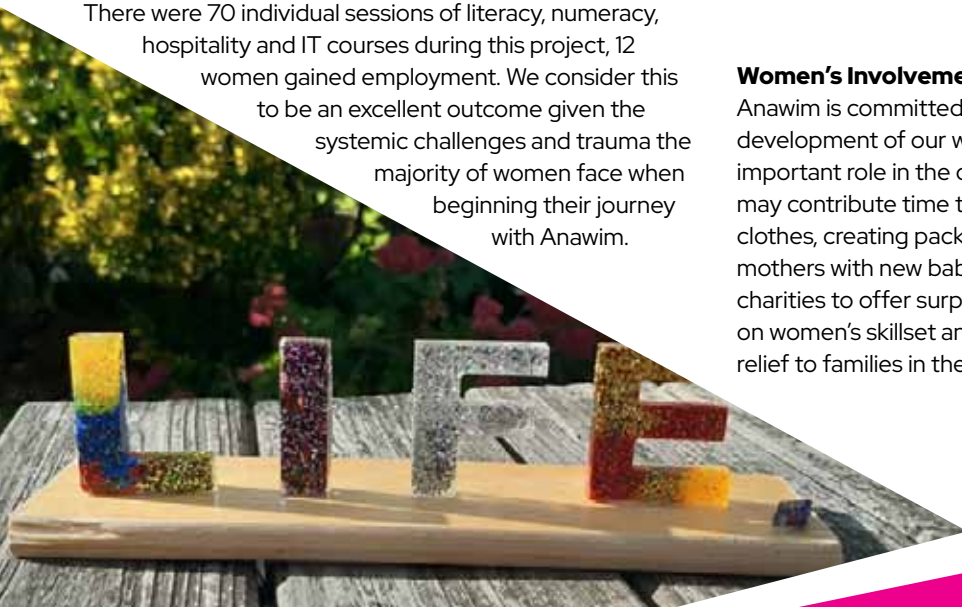
Peer Mentors are trained with skills such as safeguarding, setting boundaries and effective communication. They are then placed in a team within the service which is relevant to their lived experience and future career aspirations.

"My experience with Anawim was not always a positive one. In the early days I struggled with adapting (in and out of prison) and as a proud woman I always felt like I had this and could cope on my own. There are several staff members that never gave up on me. With their continued nurturing and support they helped me to break down my barriers and discover the woman that deep down I had always wanted to be."
- Anawim Ambassador

"I feel understood here. No one judges you. You're welcomed with open arms and listened to as well, that's important."
- Anawim Ambassador

"When I first came here I was ashamed. Ashamed I needed help, ashamed I was sent here. From the first meeting, I felt understood, not judged, normal! My pain, my choices, all normal. For the life I have lived, I was normal. It hasn't been easy and it hasn't been quick. But being here engaging it has been the best thing I ever did. I am normal. I am happy."
- Lived Experience Lead

**"I feel understood here.
No one judges you. You're
welcomed with open arms
and listened to as well,
that's important."
- Anawim Ambassador**



Volunteers

Anawim relies on the support of volunteers throughout all of our services. Our volunteers currently contribute 190 hours each week towards our work. In 2019 we won the Investing in Volunteers Award and continue to support volunteers to this standard; offering training, shadowing opportunities, clinical and managerial supervision, and opportunities to try new roles and move around the organisation in order to get the most from the experience. We encourage women coming through the Peer Mentor Programme to go on to volunteer with us as part of their journey, and for volunteers to apply for paid roles within Anawim as part of our recruitment model. Our team of volunteers is usually between 30-50 at one time and aged between 18-80. They have enthusiasm and talent, as well as a wide range of skills and professional and lived experience – an asset to our service.

During the pandemic, we carried out a pilot for our Volunteer Caseworker role. Volunteers looking to gain experience in this field carried out a five-week training programme and took on a small caseload. This was done remotely and enabled us to offer more support to women during lockdown. Using our learning, we now offer an extended range of volunteer opportunities and responsibilities, such as Drop-in and Duty Caseworker positions. Volunteer caseworkers are paired with a caseworker specialising in the volunteer's area of interest and support with a caseload after a period of observation and training.

"As a volunteer I've been involved with Anawim for more than ten years. The main part of my role has been to support the 'outreach' team, at night time, driving around the city of Birmingham, offering small acts of kindness, compassion and love to those women living and working on these streets. More recently I have worked within the Anawim centre, supporting someone on a one-to-one basis. This has given me more insight into the tremendous work, done on a long-term basis with individual women, helping them develop personal skills that enable them to build families and a hopeful future. The whole atmosphere at Anawim is one of warmth, friendship and positivity, embracing everyone involved in the organisation. It is truly inspirational and a privilege to be part of."

– Anawim Volunteer



"Volunteering at Anawim broadens your horizons. You listen to the women and you respond to things. It develops you as a person. It is life changing."
– Anawim Volunteer



Our response to Covid-19

Whilst our main centre unfortunately closed during the pandemic, we committed to supporting our women so quickly responded by moving to a telephone based support system and issued caseworkers with laptops and tablets to work remotely. In addition to this we set up Anawim's free, confidential helpline and online chat services. Although courses were postponed, caseworkers created isolation wellbeing packs and distributed them to women in prison and in community, along with food parcels and essential items where needed.

Some courses translated to zoom, however those that cover traumatic subjects are not as adaptable to virtual delivery due to security and the nature of the subject matter, so caseworkers received training from Anawim's psychologist to deliver emotional regulation skills around trauma on a one-to-one basis. Caseworkers have struggled to offer such high level support for women from their own homes, as it places the client's trauma into their personal spaces. We encouraged staff to work at least one day from the office to benefit from interaction with others and peer support, even if limited. We increased clinical supervision for staff, offered a weekly group reflective practice session and regular team zoom meetings to support staff well-being.

There have been some advantages for both women and the workforce. Staff with children have been able to work more flexibly and offer telephone support in the evenings, which has benefitted the women at times when they are often most isolated. Some women with extremely chaotic lifestyles have found the lockdown periods more peaceful and workers have seen improved engagement. However, as anticipated and widely reported in the media, many of our women have struggled, experiencing increased domestic abuse, control, mental health challenges and financial hardship. Our helpline has received contact from women who would not normally access our services (such as women in full-time work and on stable incomes), yet are facing extreme pressures due to the pandemic and lockdowns.

We are anticipating an increase in demand for our services in the aftermath of the pandemic, particularly from women in abusive relationships who are attempting to leave, women experiencing or suffering from increased alcohol and substance misuse and more women than ever with rising mental health needs. Anawim's open-access Drop-in service stayed open throughout Covid-19, for women to access support if they are in crisis and in need of a safe space. Anawim's residential, Dawn House, remained open and fully staffed for the majority of the period and, for the first time, opened up any spare rooms for women seeking refuge from abusive relationships. We worked with local community groups and Covid-relief projects to distribute food for women and their families, as well as toiletries, clothing, sanitary products, children's items and household goods. Since the end of March 2020, 255 food parcels have been handed to or delivered to the doorsteps of women.

Although access into prison has been limited, our Prison In-reach team have managed to maintain contact with their clients and have also been sending in 'isolation wellbeing packs' to the prisons to provide activities and coping strategies for women who have had to spend more time in their cells due to infection control and lack of prison staff available during the pandemic.

During 2019 Anawim's Prison In-reach team supported 167 women in prison and in the community and during 2020, 98 women still received support despite lack of access and reduced referrals. We have found the highest levels of need are mental health (71% of women presented with this as at least one of their needs, up from 61% in 2019), accommodation (52% up from 38%), drugs (54% up from 38%) and family challenges (33% up from 22%).

Anawim **empowers** women to make positive changes to turn their lives around, helping them – one step at a time – to become **independent**.

WHAT'S NEW?

In October 2020 we were delighted to update Anawim's identity with a total rebrand. We changed our name from 'Women Working Together', which will always be at the heart of Anawim, to 'Birmingham's Centre for Women', claiming ownership of our city and our heritage. We have a bold new logo which we feel reflects the spirit of Anawim's women, staff, volunteers and mission. Additionally, our website is now better equipped than ever to support existing and potential clients, with regular updates and a chat function for women to speak directly with a caseworker.

The rebrand also gave us the opportunity to revamp our main centre which has now been painted with Anawim's new colours and decorated with artwork that reflects the diverse range of women we support. In addition, new printed materials such as leaflets, banners and posters have been created. Adapting our visual identity in this way has given us time to reflect on what Anawim is and the important work we do in the community and beyond. Our values can be found at the beginning of this report, and although they have always been our values, we are pleased to have found the tools to share them with the wider world.

Along with an evolving identity, Anawim has seen a number of operational changes due to Government requirements around the Covid-19 pandemic. We have ensured all staff working from home are set up with adequate equipment; this has been a huge task due to rapidly changing lockdown

restrictions and the need to implement processes which were entirely new to Anawim. While we had already begun internal conversations about migrating our system over to the cloud, the situation has seen the project become a higher priority and we have been working with IT company, IBIT, over the past year to implement this. The final stage of the project, which will be the full migration should be completed in the next 12 months.

The introduction of new roles has accounted for improved operational infrastructure and smoother internal and external processes. Anawim's HR Advisor and Centre Coordinator is able to support the COO with employee relations and performance management, including staff training and development, oversee the day-to-day operational running of the centre, as well as manage a HR Support Apprentice. In addition, Anawim's Monitoring and Evaluation Coordinator has been working hard to develop Civi into a case management system, along with a Caseworker Manual to include all of the processes and procedures for using Civi.

Alongside this, by ensuring Anawim's database captures all relevant outcomes, our Monitoring and Evaluation Co-ordinator supports by collecting vital data and statistics, helping us to improve and fund our services and supporting with our communications efforts.

Fundraising and communications

During the pandemic we saw several key grant opportunities close while funders prioritised their existing grant holders or Covid-19 relief funds. Most have now reopened which is positive, however the feedback is that competition for grants is higher than ever. Individual giving and legacy fundraising have progressed well, with most of the necessary foundations in place to begin to lift both campaigns off the ground. Information for those wishing to leave Anawim a gift in their will is now available on the website and we are starting to raise awareness around this through social media.

Since our last report we have received funding to recruit a full-time Communications Officer. This means we have been able increase our online presence, reaching new audiences and raising awareness of important issues on social media, through our website and in the media.

Recent campaigns Anawim has been involved in includes #StopThe500 – a call to end plans to build 500 new prison places for women, as well Safer Homes, an initiative to provide appropriate accommodation for women leaving prison. Moving forward, we are looking at new ways to encourage supporters to get involved to raise funds and to increase awareness of Anawim on a more local level.

However, this is proving to require more resource than we can currently offer outside of our priorities. To address this issue we hope to recruit volunteers who can support Anawim with our fundraising and communications efforts.

Follow us on social media for regular updates on important issues, events, vacancies and news:

 @anawim.bcw

 @Anawim_BCW

 @anawim_bcw



We **help** women to navigate the complex challenges they are facing and we do all that we can to **support** them for as long as they need us.

THANK YOU

Anawim would like to thank the following funding bodies for their continued financial support:

- The English Province of the congregation of our Lady of Charity of the Good Shepherd CIO- resource of Sister Enda and contribution to Finance Manager
- Barrow Cadbury – Funding for Women’s development Initiative and CEO engagement in the women’s and wider criminal justice sector
- Catholic Bishops’ conference of England and Wales- Core Funding
- The Grimmitt Trust- Core Funding
- The Society of the Holy Child Jesus- Support for our Operations Team
- JABBS – Residential unit and Support workers, prison in-reach, project management and Development Officers and therapeutic courses
- Heart of England- Transformation and Growth Website & infrastructure
- The Oak Foundation – Multiple & Complex Needs
- Groundwork on behalf of HS2- Washwood Heath Drop In
- Nationwide Community Foundation- Balsall Heath Drop In
- NHS England– CAMEO Unit- Foston Hall, Liaison & Diversion and The Blended Service- Ardenleigh
- A.B Charitable Trust- Prison In reach
- Charles Hayward Foundation- Prison In reach
- Office of Police and Crime Commissioner – New Chance
- Ministry of Justice- Alternatives Plus
- National Probation Service/ NHS England – Personality Disorder and mentoring
- The John Armitage Charitable Trust –Core Funding
- The Coutts Foundation – Unrestricted Funding
- The Smallwood Trust- Employability Courses
- The Pilgrim Trust- Family Support
- Henry Smith- Multiple & Complex Needs
- Edward & Dorothy Cadbury- Drop In
- Birmingham City Council- Early Intervention Courses
- Day for Life
- Birmingham & Solihull Mental Health NHS Foundation Trust
- West Midlands Police
- IAPT (Improving Access to Psychological Therapies)
- The Garfield Weston Foundation



Additional thanks
Go out to the many people who donate clothes, toys, food and household goods regularly, as well as those who support Anawim through their services, including:

- Andy Clark
- Christine Balogun
- IBIT Solutions
- Charisma Design & Print Ltd
- Kaleidoscope Imaging Ltd
- Gowling WLG
- IE Design
- Big Yellow Storage
- Solihull Soroptimists
- Edgbaston Foundation @ Edgbaston Cricket Ground

- ENKI
- National Women’s Justice Coalition
- Northbridge Digital Ltd
- FareShare
- St Chad’s Sanctuary
- Moseley Together
- Moseley Alternative Giving Campaign
- St John and St Martin R C Church Birmingham

A huge thank you to our passionate volunteers whose support enables us to do more. Our volunteers have gone above and beyond this past year, adapting to changing circumstances and doing everything they can to support Anawim’s efforts. Their continued dedication during this time has meant the world.

FINANCIAL REVIEW

Summary

The accounts cover all activities controlled by the charity. During the year to 31 March 2021, Anawim received income of £1,790,424 (2020 £1,337,210) and incurred total expenditure of £1,705,250 (2020 £1,515,044). Including a net gain of £16,639 in the value of its investments, the charity saw an increase in its total funds of £101,813 in the year. The growth in income and expenditure reflects Anawim’s respected status as a reliable service partner by national and local government departments and by charitable foundations who trust Anawim to deliver services and change programmes for women. The increase in total funds reflects the generous funding received from several foundations who responded to the Covid pandemic by offering additional funds and flexibility to sustain Anawim’s work during a time of great uncertainty and increased demand.

At 31 March 2021 the charity held cash and bank deposits of £626,445 and investments of £195,457. The cash position reflects the fact that a number of grants and commissioned services are paid in advance of expenditure.

Cash flow is forecast forward to ensure that at all times sufficient cash is held for the charity to meet its expenditure as payments fall due.

On the basis of the strong reserves and cash positions, the Board of Trustees believe that it is appropriate to adopt the Going Concern Basis used in the preparation of the accounts.

Reserves Policy

At the year-end 31 March 2021, the charity had unrestricted general reserves of £266,000 (2020: £288,519).

This is compliant with the reserves policy but is a reduction over the year and represents a smaller proportion of Anawim’s total cost base.

However, the charity also held unrestricted funds which are designated for specific purposes:

- 1) £123,000 which was designated by trustees during the year towards sustaining the charity’s drop-in and domestic and sexual violence work where funding has fallen away but where trustees feel that these essential services should be sustained while alternative funding sources are found. Trustees expect these designated funds to be spent over the next two years.
- 2) £136,431 (2020: £155,741) which was designated by trustees to ensure funding for the CEO position is sustained. £19,310 was released during the year to fund these costs and the balance is expected to be spent over the next five years.

- 3) £1,235,749 (2020: £1,251,492) known as the Fixed Assets Fund represents the main operating premises in Balsall Heath whose use is restricted and so these are not funds that can be readily realised or used for other purposes.

Including all of the above, and restricted funds of £322,040, the charity’s total reserves stood at £2,083,220 (2020: £1,981,407).

The Board has established a policy to maintain unrestricted funds not committed or invested in fixed assets i.e. ‘free reserves’, at a level of between one and two years of unrestricted expenditure. This provides sufficient funds to be able to continue the current activities of the charity, provide for core posts and to provide sufficient time to consider and replace existing funding sources should there be a significant change in present funding arrangements. As at 31 March 2021 the Reserves Policy was complied with and free reserves equated to about 1 year and 3 months unrestricted expenditure.

The Covid-19 pandemic has underlined to trustees the importance of maintaining adequate reserves and the strong reserves position as at the year-end positions the charity well to maintain and adapt services in response to these rapidly changing circumstances. Current plans for the future would see the charity operating within its available reserves during the next financial year but unless significant grants are obtained towards unrestricted costs over the next 12 months then compliance with the reserves policy will be become more difficult.

The reserves policy will be reviewed annually.

Fundraising

Anawim is working towards increased engagement with supporters through raising the charity profile within the community and online through social media and the new website. In the 12 months since Anawim rebranded in October 2020, both the number of donations and the amount raised through donations have increased, with the Christmas period showing an increase of 152% in the number of donations and increase of 227% in the amount raised. Anawim’s new Communications Officer is working hard to engage with potential supporters via social media channels and targeted campaigns and has developed internal and external Anawim newsletters.

Moving forward, a fundraising strategy is to be developed which will enable the team to make more informed decisions in line with Anawim’s 5 year goals. This will include targeted fundraising campaigns and developing acquisition journeys for donors through both community fundraising and individual giving.

The foundations for Legacy giving are now in place, for which we received support through Thursfield’s Solicitors to ensure compliance. Thorough and up to date

information is available on Anawim’s website for anyone who is interested in leaving a gift in their will.

Anawim is developing a complaints procedure for donors and supporters in relation to fundraising, giving and donations. The Charity received no fundraising complaints during the year. The Charity is not registered with the Fundraising Regulator, however actively reviews the guidance issued by the regulator and refers to the Code of Fundraising Practice where necessary. Anawim has regard for the Charity Commission guidance on fundraising (CC20) and currently no third parties are used for fundraising. Anawim has established consent procedures to ensure vulnerable people and other members of the public are protected from unreasonable intrusion, persistence and being placed under pressure to donate to the Charity.

Donations

Anawim also wishes to thank all those individuals, church and community organisations who have given donations of clothing, toys & furniture as well as monetary support in the year.

Investment Policy

There are no restrictions on Anawim’s power to invest. A donation from The Fairlight Trust in 2017 led to the Board of Trustees investing funds of £200,000 in a portfolio of assets with the aim of giving increased certainty to the future of Anawim. In the year to 31 March 2021 no further capital was released from the investment portfolio (2021: £21,428) and the value of the investments rose by £16,639 to £195,457 as at 31 March 2021. This positive return is considered satisfactory by Anawim’s trustees. In addition, income of £23,315 was generated from the portfolio and utilised in funding the core running costs of the charity.

The trustees reviewed the approach to investments in December 2020 and adopted a revised investment policy statement. The key elements of the investment policy are as follows:

- 1. **Expert Advice.**
The Trustees can delegate management of any investments to a Financial Expert, defined in the charity’s Articles of Association as an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000.
- 2. **Risk**
The Trustees acknowledge that to achieve acceptable and sustainable long term returns some degree of risk is necessary. The main risk is to the long term sustainability of the investments is inflation and the assets should be invested to mitigate this risk over the long term. The Trustees accept that the investments are likely to be concentrated in real assets such as equities and property and the short term value of these

assets can fluctuate. To mitigate these fluctuations the Trustees wish to diversify their portfolio.

- 3. **Liquidity**
Investments must have appropriate liquidity with 80% realisable within one month.
- 4. **Currency**
The majority of the investments should be held in sterling denominated instruments.
- 5. **Responsible Investment:**
The Charity wishes to adopt a responsible investment approach seeking sustainable long term returns, using exclusions, integration, and social and governance considerations across all asset classes and engagement throughout ownership. In line with its ethos and values, investments should be chosen to make a positive impact on people and the planet.

The designated investment firm must be able to demonstrate a rigorous ethical, social and governance policy in its approach to investments.

Following this review and on the advice of its investment advisors, the trustees decided to switch the investment from a bespoke managed portfolio to the Cazenove Responsible Multi Asset Fund.

It is the Trustees’ view that there are not sufficient surplus funds at the present time to increase this investment. Any other surplus funds are deemed short term and, therefore, these monies are invested in readily accessible bank deposit accounts.

Plans for the Future

The environment within which Anawim operates becomes more challenging each year and with each change of Government ministers and policy causing pressure on resources the services offered by Anawim. The Trustees are confident that Anawim has the skills and experience to meet the challenges faced and will keep the beneficiaries at the heart of its work.

In response to the Pandemic, each of our funders demonstrated flexibility and Covid-19 understanding with regards to current grants, lengthening timescales for targets and we were able to apply for Covid relief funding for laptops and phones enabling us to quickly change staff to working from home. Additional costs to Anawim caused by the Coronavirus outbreak were fortunately minimal as centre costs were reduced.

We are continuing to concentrate our fundraising efforts on sourcing funding for core costs and the centre itself, and we are very grateful to the Ministry of Justice for a substantial grant again next year. With restrictions around “lockdown” beginning to lift, we anticipate that the need for Anawim’s services will be greater than ever and we are looking at ways to respond to this demand both safely and sustainable.

The Trustees, Senior Management Team and staff have been reviewing and looking to structure the charity’s 5-year plan which will be published separately in the spring.

We plan to expand into community fundraising next year and are looking to employ a part time fundraiser.

Structure, Governance & Management
Governing Document

Anawim-Women Working Together is a charitable company limited by guarantee and set up by a Memorandum of Association Dated 20 November 2014.

Trustees

The Charity’s Articles of Association were amended during the year to increase the number of trustees. The charity’s two Foundation Partners (The English Province of Our Lady of Charity of the Good Shepherd and Father Hudsons Care) each has the right to appoint three trustees to the board. Anawim’s board of trustees do not have any role in the selection or appointment of these trustees.

Anawim’s Board of Trustees has the right to appoint an additional eight trustees and the right to co-opt a further two trustees. These appointed trustees are generally recruited by external advertisement and word of mouth.

The board recognises the need to diversify the age and ethnicity of members and to encourage service user involvement and this forms part of the work on governance that will be developed over the next 12 months.

The work around the Charity Governance Code is likely to highlight further improvements to the way in which trustees are selected and appointed in future.

Trustee Induction and Training

The board recognises the need for new trustees to receive adequate training on their role and responsibilities and to be familiar with the charity’s activities, ethos and values. A written induction plan has been prepared during the year and all trustees are required to sign a trustees’ code of conduct which embeds the charity’s values in decision making.

Risk Management

The Trustees have examined the major strategic, business and operational risks which Anawim faces and introduced a risk register which is reviewed by the senior management team regularly so that the necessary steps can be taken to lessen these risks. Reports are produced for the Board. The three main risks faced by Anawim and the mitigation agreed are considered to be:

- **Strategic Risk**
The introduction of the five-year strategic plan has commenced. A working party was set up including members of the senior management team and the service delivery co-ordinators. The trustees were

also involved. The five pillars of the plan will drive the direction of the charity, it’s staff and volunteers. The relationship with the MOJ and the NHS has strengthened and plans are in place to increase the community fundraising to support the multiple and complex needs work.

- **Safeguarding**
Anawim has increased its Designated Safeguarding Lead team to ensure there is enough support for the staff team. All staff and volunteers receive training in safeguarding each year we also retain the support of an external expert in the field. All staff receive groups clinical supervision as appropriate. Regular reports are provided to Trustees.
- **Reputation**
Trustees and the senior management team regularly review the external environment and evaluate the potential impact on the organisation. Work being done under the Charity Governance Code will see a more structured approach to risk management adopted and good progress has been made this year in preparing a comprehensive risk register.

The board has planned time to review the results of this review at a future board meeting.

Organisational Structure

The Trustees (listed on page 1) are responsible for the general control and management of Anawim. They receive no remuneration or other financial benefit for this role.

The day-to-day running of Anawim is delegated to the Chief Executive and Senior Management Team (listed on page 1) as well as a team of paid and unpaid staff and volunteers. The pay of the Chief Executive Officer, Senior managers and all staff is reviewed annually and is normally increased to reflect a cost of living adjustment and the nature of the role and responsibilities. In view of the nature of the charity the Trustees benchmark against pay levels in other charities.

As part of its governance review work, the board of trustees is reviewing its sub-committee structures and delegated powers to allow more time at trustee meetings to focus on strategy and oversight. In this exercise, the trustees will benefit from the expertise of an experienced company secretary who was appointed after the year end.

Statement of the Board of Trustees’ Responsibilities
for the Financial Statements

The Trustees, who are also directors of Anawim – Women Working Together for the purpose of company law, are responsible for preparing the Trustees’ Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis.

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company’s website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

Each of the directors, who held office at the date of approval of this Trustees’ Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware.

They have further confirmed that they have taken appropriate steps to identify such relevant information.

Connected charities

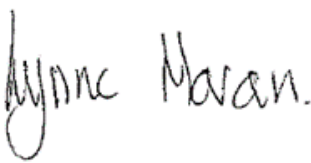
The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

The English Province of Our Lady of Charity
of the Good Shepherd CIO

Brentano
Solar House
915 High Road
London N12 8QJ
Charity registration number – 1163502

Father Hudson’s Care

Coventry Road
Coleshill
Birmingham B46 3ED
Charity registration number – 512992



INDEPENDENT AUDITOR’S REPORT

Opinion

We have audited the financial statements of Anawim – Women Working Together for the year ended 31 March 2021 which comprise the Charitable Company Statement of Financial Activities, the Charitable Company Balance Sheet, the Charitable Company 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 our opinion, the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 31 March 2021 and of the charitable company’s net movement in funds, including the 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 Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company’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 trustees are responsible for the other information. The other information comprises the information included in the Trustees’ 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees’ Annual Report (which includes the strategic report and the directors’ report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors’ report included within the Trustees’ Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception in the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees’ Annual Report (which incorporates the strategic report and the directors’ report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees’ responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company’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 charitable company or to cease operations, or have no realistic alternative but to do so. Auditor’s responsibilities for the audit of the financial statements.

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

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

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Charity Commission, GDPR, health and safety regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP (2019) and the Charities Act 2011, and tax regulations.

We evaluated management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined

that the principal risks were related to revenue recognition, and management override of controls. Audit procedures performed by the engagement team included.

- Enquiries with management and inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of noncompliance with laws and regulation and fraud;
- Reviewing the controls and procedures of the charity relevant to the preparation of the financial statements to ensure these were in place throughout the year, including during the Covid-19 remote working period;
- Evaluating management’s controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our 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 our auditor’s report.

Use of our report

This report is made solely to the charitable company’s members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company’s members those matters we are required to state to them in an Auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company’s members, as a body, for our audit work, for this report, or for the opinions we have formed.



Siobhan Holmes (Senior Statutory Auditor)
For and on behalf of
Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date:

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted General 2021 £	Unrestricted Designated 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
INCOME FROM:						
Donations and legacies						
General donations	2	52,717	123,000	-	175,717	84,906
Charitable activities						
Criminal Justice/Diversion		-	-	221,506	221,506	225,707
Courses		-	-	51,341	51,341	242,560
Drop In		-	-	16,264	16,264	-
Prison Inreach		-	-	207,834	207,834	155,430
Project Management		-	-	254,625	254,625	-
Money Advice		-	-	-	-	12,585
Mental Health		-	-	204,477	204,477	128,568
Counselling		-	-	13,927	13,927	44,000
Residential		-	-	322,626	322,626	74,301
Policy Work		-	-	32,812	32,812	135,651
Hardship		-	-	13,027	13,027	79,315
Multiple & Complex Needs		-	-	228,070	228,070	131,402
Bank interest		258	-	-	258	1,427
Other income		47,940	-	-	47,940	21,358
TOTAL INCOME		100,915	123,000	1,566,509	1,790,424	1,337,210
EXPENDITURE ON:						
Charitable activities						
Criminal Justice		22,979	-	243,145	266,124	281,415
Courses		3,830	-	36,038	39,868	-
Prison Outreach		42,128	-	228,171	270,299	244,865
Money Advice		-	-	-	-	63,687
Mental Health		42,128	-	208,164	250,292	-
Counselling		3,830	-	9,981	13,811	18,989
Residential		-	-	297,463	297,463	191,926
Policy/funding core		7,660	-	33,528	41,188	87,097
Funding/hardship		-	-	9,197	9,197	104,851
Project Management		-	19,310	200,122	219,432	115,996
Drop In		15,319	-	56,192	71,511	61,446
Complex needs		22,979	-	203,086	226,065	202,706
TOTAL EXPENDITURE	4	160,853	19,310	1,525,087	1,705,250	1,515,044
Net gains/(losses) on investments	8	16,639	-	-	16,639	(27,542)
NET INCOME/(EXPENDITURE)		(43,299)	103,690	41,422	101,813	(205,376)
TRANSFER BETWEEN FUNDS		20,780	(15,743)	(5,037)	-	-
NET MOVEMENT IN FUNDS		(22,519)	87,947	36,385	101,813	(205,376)
TOTAL FUNDS brought forward		288,519	1,407,233	285,655	1,981,407	2,186,783
TOTAL FUNDS carried forward		266,000	1,495,180	322,040	2,083,220	1,981,407

All amounts derive from continuing operations.
Full comparative figures for the year ended 31 March 2021 are shown in note 18.
The notes on pages 33 to 42 form part of these financial statements.
The statement of financial activities includes all gains and losses recognised in the year.
All capital donations were fully spent in the year.

BALANCE SHEET

	Note	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible assets	7	1,235,749		1,251,492	
Investments	8	195,457		178,818	
CURRENT ASSETS					
Debtors	9	96,825		78,147	
Cash at bank and in hand		626,445		542,745	
		2,154,476		2,051,202	
CURRENT LIABILITIES					
Creditors:					
amounts falling due within one year	10	(71,256)		(69,795)	
NET CURRENT ASSETS					
NET ASSETS					
			2,083,220		1,981,407
FUNDS					
Unrestricted funds	13		389,000		288,519
General designated	13		1,372,180		1,407,233
Restricted funds	12		322,040		285,655
			2,083,220		1,981,407

These financial statements were approved by the Trustees on 9th December 2021 and signed on their behalf

Lynne Moran

Lynne Moran
Chair of Trustees

The notes on pages 33 to 42 form part of these financial statements.

STATEMENT OF CASH FLOWS

	Note	2021 £	2020 £
Cash flows from operating activities	17	110,585	(169,565)
Cash flows from investing activities			
Purchase of tangible fixed assets		(33,819)	(32,590)
Proceeds from sale of investments		-	38,072
Transfer of cash		-	21,428
Interest received		258	-
Dividends received		6,676	-
Cash provided by / (used in) cash and cash equivalents in the year	A	83,700	(142,655)
Cash and cash equivalents at the beginning of the year		542,745	685,400
TOTAL CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		626,445	542,745

	At 31 March 2021 £	Cashflows £	At 31 March 2020 £
A) Analysis of changes in net cash funds			
Cash in hand	542,745	83,700	626,445
Total cash and cash equivalents	542,745	83,700	626,445

	At 31 March 2021 £	Cashflows £	At 31 March 2020 £
B) Analysis of changes in net debt			
Cash in hand	542,745	83,700	626,445
Total	542,745	83,700	626,445

NOTES TO THE ACCOUNTS

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102) – second edition), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. These reports are prepared using pound sterling.

Anawim – Women Working Together meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

General Information

Anawim – Women Working Together was incorporated on 20 November 2014 (company number: 09322109) and registered as a charity on 1 April 2015 (charity number: 1159706) in England and Wales. The Charity’s registered office is 228 Mary Street, Balsall Heath, Birmingham, B12 9RJ.

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the Charity’s ability to continue as a going concern. The review of our financial position, reserves levels and future plans gives Trustees confidence the charity remains a going concern for the foreseeable future.

Fund Structure

The charity maintains the following types of funds:

- Restricted funds represent grants, donations and legacies received which are allocated by the donor for specific purposes.
- General unrestricted fund represents unrestricted income which is expendable at the discretion of the trustees in the furtherance of the objects of the charity. Such a fund may be held in order to finance both working capital and capital investment.
- Designated funds represent money designated by the trustees for specific charitable activities. In the year end March 21, the trustees agreed to set aside funds totalling £123,000 to continue funding our drop in, domestic abuse and sexual violence work in the event that additional funding could not be found.

Income recognition

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Donations and legacies

Donations and gifts and are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

Grants

Grants are recognised in full in the statement of financial activities in the year in which the charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

Income from charitable activities

Income from charitable activities is recognised as earned as the related services are provided. Income from other trading activities is recognised as earned as the related goods are provided.

Investment income

Investment income is recognised on a receivable basis once the amounts can be measured reliably.

Volunteers

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution made by the volunteers can be found in the trustees’ annual report.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall support costs of each activity, is apportioned based on staff time attributable to each activity.

Tangible Fixed Assets

Tangible fixed assets are stated at cost less depreciation which is provided in equal annual instalments over the estimated useful lives of the assets. Assets costing more than £500 are capitalised.

The rates of depreciation applied to other assets are:

- Fixtures, fittings and computer equipment - 20% per annum
- Motor Vehicles - 20% per annum
- Property - 2 - 4% per annum

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Creditors and provisions

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

Debtors

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

Prepayments are valued at the amount prepaid net of any trade discounts due.

2. DONATIONS AND LEGACIES

General donations

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Coutts Foundation	30,000	-	30,000
Our Lady Of Charity	5,000	-	5,000
Garfield Weston	100,000	-	100,000
Grimit Trust	2,000	-	2,000
Other	38,717	-	38,717
	175,717	-	175,717

General donations

	2020 Unrestricted £	2020 Restricted £	2020 Total £
Coutts Foundation	30,000	-	30,000
John Armitage Charitable Trust	35,000	-	35,000
Other	19,906	-	19,906
	84,906	-	84,906

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the SOFA as incurred.

Rental charges are charged on a straight line basis over the life of the lease.

Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management’s best knowledge of the amount, events or actions, actual results ultimately differ from those estimates. The Trustees consider the evaluation of useful economic life of fixed assets to be the area of judgement and significant effect on the financial statements. Further details on these judgements are provided in the relevant section above.

3. INCOME FROM CHARITABLE ACTIVITIES

The English Province of Our Lady of Charity of the Good Shepherd provides a full time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2021 would be £12,000 (2020: £29,000).

4. ANALYSIS OF EXPENDITURE

	Direct Costs Staff £	Direct Costs Other £	Support Costs £	Total 2021 £
Criminal Justice	224,070	19,075	22,979	266,124
Prison Outreach	211,549	16,622	42,128	270,299
Mental Health	172,083	36,081	42,128	250,292
Counselling	1,826	8,154	3,830	13,810
Courses	28,347	7,691	3,830	39,868
Residential	269,398	28,065	-	297,463
Policy	29,808	3,720	7,660	41,188
Hardship	-	9,197	-	9,197
Drop In	44,990	11,202	15,319	71,511
Complex Needs	187,042	16,045	22,979	226,066
Project Management	179,693	39,739	-	219,432
	1,348,806	195,591	160,853	1,705,250

COMPARATIVE (2020)

	Direct Costs Staff £	Direct Costs Other £	Support Costs £	Total 2020 £
Criminal Justice	210,005	56,704	14,706	281,415
Prison Outreach	209,956	10,400	24,509	244,865
Mental Health	140,788	28,870	36,096	205,753
Counselling	13,783	4,404	802	18,989
Residential	173,193	18,733	-	191,926
Policy	67,664	16,982	2,451	87,097
Hardship	59,833	28,290	16,728	104,851
Drop In	43,624	8,018	9,804	61,446
Complex Needs	178,370	9,630	14,706	202,706
Project Management	68,545	37,647	9,804	115,996
	1,165,761	219,678	129,605	1,515,044

ANALYSIS OF
SUPPORT COSTS

	2021 £	2020 £
Staff costs	51,237	39,932
Supervision	-	5,657
Volunteer expenses	-	-
Travel and subsistence	1,562	3,244
Training	1,911	4,391
General office costs	20,177	23,120
Property costs	19,008	26,371
Legal and professional	4,903	12,977
Governance	14,400	13,140
Other	47,655	773
	160,853	129,605

GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Audit Fees	14,400	-	14,400

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Audit Fees	10,950	-	10,950

5. NET INCOME FOR THE YEAR

This is stated after charging/crediting
Auditors remuneration (including VAT):

	2021	2020
	£	£
Audit	12,120	11,040
Other Services	2,280	2,100

No expenses were reimbursed to trustees in the current year (2020: £Nil).

No Trustee received remuneration in the current or prior year.

One Trustee received remuneration of £480 in the current year in relation to consultancy services (2020: £nil).

6. STAFF COSTS AND NUMBERS

Staff costs were as follows:

	Total 2021 £	Total 2020 £
Salaries and wages	1,235,645	1,059,164
Social security costs	96,268	88,056
Pension contributions	58,238	45,214
Redundancy payments	9,892	5,707
	1,400,043	1,198,141

No employee received emoluments greater than £60,000 in the year ending 2021 or 2020. The total employee benefits of the key management personnel of the charity were £364,365 (2020: £246,402). The number of key personnel has increased during the year compared to the year before. During the year, the decision was made to combine the service managers and project team to create the senior management team. This has been beneficial to the organisation as it has streamlined the operations and ensured smooth day to day running of the centre.

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

	2021 Number	2020 Number
Charitable activities	56	43
Support	11	9
	67	52

7. FIXED ASSETS

Cost

At 1 April 2020
Additions
Disposals

At 31 March 2021

Accumulated depreciation

At 1 April 2020
Charge for the period
Disposals

At 31 March 2021

Net book value

At 31 March 2021

At 31 March 2020

Property £	Fixtures & Fittings £	Motor Vehicles £	Total £
1,304,839	70,890	9,750	1,385,479
-	33,819	-	33,819
-	(10,810)	-	(10,810)
1,304,839	93,899	9,750	1,408,488
93,288	33,891	6,808	133,987
29,730	17,123	1,950	48,803
-	(10,051)	-	(10,051)
123,018	40,963	8,758	172,739
1,181,821	52,936	992	1,235,749
1,211,551	36,999	2,942	1,251,492

Anawim has signed a mortgage deed in favour of The JABBS Foundation over the lease and buildings known as Dawn House. The mortgage was a condition of the grant agreement which provided the funding for the building and staffing of Dawn House. A proportion of this grant might become repayable if the accommodation service at Dawn House is not continued for a period of 10 years. The Trustees regularly review the terms of the grant and do not anticipate that any funds will fall due for repayment under the mortgage.

8. INVESTMENTS

	Total 2021 £	Total 2020 £
Market value at 1 April	178,818	265,860
Additions	-	-
Disposal	-	(38,072)
Transfer of cash	-	(21,428)
(Loss)/Gain on investments	16,639	(27,542)
Market value at 31 March	195,457	178,818
Historical cost as at 31 March 21	200,000	200,000
Listed investments	194,257	177,115
Cash awaiting investment	1,200	1,703
Market value at 31 March 2021	195,457	178,818

9. DEBTORS: amounts falling due within one year

	Total 2021 £	Total 2020 £
Grant debtors	52,563	42,741
Prepayments & Accrued income	44,262	35,406
	96,825	78,147

10.CREDITORS: amounts falling due within one year

	Total 2021 £	Total 2020 £
Accruals	22,751	19,124
Other taxes and social security	20,390	23,578
Other creditors	28,115	27,093
	71,256	69,795

11. OPERATING LEASE COMMITMENTS

At the year end, the company was committed to make the following payments in total in respect of operating leases.

Leases which expire:

	Equipment 2021 £	Equipment 2020 £	Land and buildings 2021 £	Land and buildings 2020 £
Within one year	3,451	2,647	17,000	17,000
Within two to five years	12,367	3,009	68,000	68,000
Greater than five years	-	-	468,677	482,266

12. MOVEMENT IN RESTRICTED FUNDS (2021)

	As at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
Revenue grants:					
BSMHFT	15,061	100,930	(115,991)	-	-
Jabbs Foundation – Dawn House	14,125	272,751	(248,664)	-	38,212
Jabbs “Top Up Fund”	8,660	-	(8,660)	-	-
Jabbs – Fundraising Officer	8,048	-	(8,048)	-	-
Jabbs – Prison and Outreach	25,224	39,639	(21,908)	-	42,955
Jabbs – Project Management	-	197,252	(107,050)	-	90,202
Oak Foundation-Money Advice	6,886	134,107	(134,534)	-	6,459
NHS – L&D	493	67,000	(67,493)	-	-
WMP – New Chance	30,136	135,000	(156,147)	(1,537)	7,452
Day for life – operations team	8,062	-	(8,062)	-	-
HS2 – Out of the Shadows	12,612	9,122	(13,924)	-	7,810
Other restricted reserves	156,348	610,708	(634,606)	(3,500)	128,950
Carried forward	285,655	1,566,509	(1,525,087)	(5,037)	322,040

12. MOVEMENT IN RESTRICTED FUNDS (2020)

	As at 1 April 2019 £	Income £	Expenditure £	Transfers £	As at 31 March 2020 £
Revenue grants:					
BSMHFT	13,670	100,930	(99,539)	-	15,061
Jabbs Foundation – Dawn House	80,551	125,500	(191,926)	-	14,125
Jabbs “Top Up Fund”	50,000	-	(41,340)	-	8,660
Jabbs – Fundraising Officer	1,596	35,925	(29,473)	-	8,048
Jabbs – Prison and Outreach	27,418	33,000	(35,194)	-	25,224
Porticus	7,305	-	(7,305)	-	-
Oak Foundation-Money Advice	13,877	132,364	(139,356)	-	6,886
NHS-L&D	7,769	67,000	(74,276)	-	493
MOJ – Alt. to Custody	20,136	93,707	(111,731)	(2,112)	-
Comic relief – Money Advice	24,075	4,890	(19,745)	(9,220)	-
Sustainability	-	-	-	-	-
Ardenleigh Unit	14,091	-	(14,091)	-	-
Comic Relief Money Advice	-	6,074	(6,074)	-	-
Barrow Cadbury	12,990	25,000	(37,990)	-	-
Kelly Family Trust	-	-	-	-	-
OPCC – New Chance	45,838	65,000	(80,702)	-	30,136
ASSIST	19,622	37,907	(57,529)	-	-
Big Lottery – Recovery after loss	5,137	-	(5,137)	-	-
Day for life – operations team	9,369	10,000	(11,309)	-	8,060
Our Lady Of Charity Finance Officer	-	-17,000	(17,013)	13	-
Heart of England (Tampon Tax)	10,000	-	(10,000)	-	-
HS2 – Out of the Shadows	14,273	34,488	(36,149)	-	12,612
Other restricted reserves	19,125	440,734	(315,303)	11,791	156,348
Carried forward	396,842	1,229,519	(1,341,180)	472	285,655

Birmingham Solihull Mental Health Foundation Trust

provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liasion and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

JABBS Foundation supports Anawim with funding for Dawn House as well as some non-statutory work, and the prison in-reach which feed into Dawn House.

The Oak Foundation provided a grant for the provision of caseworkers.

Police & Crime Commissioner provide a grant for New Chance work with women.

NHS England provide funding for Liaison and diversion work with women.

NPS funding for Personality Disorder and mentoring.

Pilgrim Trust have given a grant for the Family Support Service.

Barrow Cadbury Trust support for the Women’s involvement work & CEOs role in policy and development work.

HS2 – Out of the Shadows monies donated towards a drop in centre project in Washwood Heath, with the aim of reaching women associated with domestic violence, sexual abuse and homelessness.

Smallwood Trust have provided funding to support women with Life skills work

Ministry Of Justice One off grant to support with funding our core costs

Henry Smith- Have given funding for our multiple and complex needs work including family support

Transfers: During the year there were transfers from unrestricted funds to restricted funds to cover underfunded salaries and expenditure, and transfers for fixed assets that were purchased using restricted funds.

13. MOVEMENT IN UNRESTRICTED FUNDS

	As at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General funds	288,519	117,554	(160,853)	20,780	266,000
Designated funds					
CEO Salary Designation	155,741	-	(19,310)	-	136,431
Fixed Assets Fund	1,251,492	-	-	(15,743)	1,235,749
Designated for Drop in, Domestic Abuse and Sexual Violence work	-	123,000	-	-	123,000
	1,695,752	240,554	(180,163)	5,037	1,761,180

The designated fund was set up with a transfer of £200,000 which relates to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd which is to be used for the salary of the CEO in the event that no other funding can be found. Fixed assets relating to

Dawn House were designated in the year as these are to be used to fulfil Anawim’s charitable objectives. The amount of £123,000 has been designated by the board to ensure that the vital work around the drop in service, domestic abuse and sexual violence can continue in the event that no other funding is awarded.

13. MOVEMENT IN UNRESTRICTED FUNDS (2020)

	As at 1 April 2019 £	Income £	Expenditure £	Transfers £	As at 31 March 2020 £
General funds	328,747	107,691	(157,148)	9,229	288,519
Designated funds					
CEO Salary Designation	200,000	-	(44,259)	-	155,741
Fixed Assets Fund	1,261,194	-	-	(9,702)	1,251,492
	1,789,941	107,691	(210,121)	(473)	1,695,752

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Fixed assets			
Tangible fixed assets	1,235,749	-	1,235,749
Investments	195,457	-	195,457
Current assets	401,230	322,040	723,270
Current liabilities	(71,256)	-	(71,256)
	1,761,180	322,040	2,083,220

The assets held in the restricted funds are short term deposits in recognition that they are planned to be spent in the near future.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2020)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	1,251,492	-	1,251,492
Investments	178,818	-	178,818
Current assets	335,237	285,655	620,892
Current liabilities	(69,795)	-	(69,795)
	1,695,752	285,655	1,981,407

15. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purpose. The charity is not exempt from VAT which is included with the expenses to which it relates on the Statement of Financial Activities.

16. RELATED PARTY TRANSACTIONS

Anawim receives £17,000 each year from The English Province of Our Lady of Charity of the Good Shepherd (charity registration number 264140) towards the finance manager’s salary, and provision of one of their sisters who works within the counselling team at Anawim. Trustee remuneration and expenses have been disclosed in note 5.

17. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net (loss)/income for the year	101,813	(205,376)
Depreciation charge	48,803	42,291
Interest received	(258)	-
Dividends received	(6,676)	-
Loss/(gain) on investments	(16,639) 2	7,542
Loss/(gain) on disposal of fixed assets	759	-
Decrease/(increase) in debtors	(18,678)	66,712
(Decrease)/increase in creditors	1,461	(100,734)
Net cash used in operating activities	110,585	(169,565)

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Note	Unrestricted General 2020 £	Unrestricted Designated 2020 £	Restricted 2020 £	Total 2020 £
INCOME FROM:					
Donations and legacies					
General donations	2	84,906	-	84,906	84,906
Charitable activities					
Criminal Justice/Diversion		-	-	225,707	225,707
Prison Outreach		-	-	242,560	242,560
Money Advice		-	-	-	-
Mental Health		-	-	155,430	155,430
Counselling		-	-	12,585	12,585
Residential		-	-	128,568	128,568
Policy/Funding		-	-	44,000	44,000
Core Funding/Hardship		-	-	74,301	74,301
Project Management		-	-	135,651	135,651
Drop In		-	-	79,315	79,315
Complex Needs		-	-	131,402	131,402
Bank interest		1,427	-	-	1,427
Other income		21,358	-	-	21,358
TOTAL INCOME		107,691	-	1,229,519	1,337,210
EXPENDITURE ON:					
Charitable activities					
Criminal Justice		14,706	-	266,709	281,415
Family Support		-	-	-	-
Prison Outreach		24,509	-	220,356	244,865
Money Advice		-	-	-	-
Mental Health		36,096	-	169,657	205,753
Counselling		802	-	18,187	18,989
Residential		-	-	191,926	191,926
Policy/funding core		2,451	44,259	40,387	87,097
Funding/hardship		16,728	-	88,123	104,851
Project Management		9,804	-	106,192	115,996
Drop In		9,804	-	51,642	61,446
Complex needs		14,706	-	188,000	202,706
TOTAL EXPENDITURE	4	129,606	44,259	1,341,179	1,515,044
Net gains/(losses) on investments	8	(27,542)	-	-	(10,965)
NET (EXPENDITURE)/INCOME		(49,457)	(44,259)	(111,660)	(205,376)
TRANSFER BETWEEN FUNDS		9,229	(9,702)	473	-
NET MOVEMENT IN FUNDS		(40,228)	(53,961)	(111,187)	(205,376)
TOTAL FUNDS brought forward		328,747	1,461,194	396,842	2,186,783
TOTAL FUNDS carried forward		288,519	1,407,233	235,655	1,981,407

Anawim provides trauma responsive services including holistic support and advocacy in Birmingham to enable women to reach their potential. Our vision is a world where women and girls are safe, free, valued and empowered members of society.

Anawim

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