

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

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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.

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

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.



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

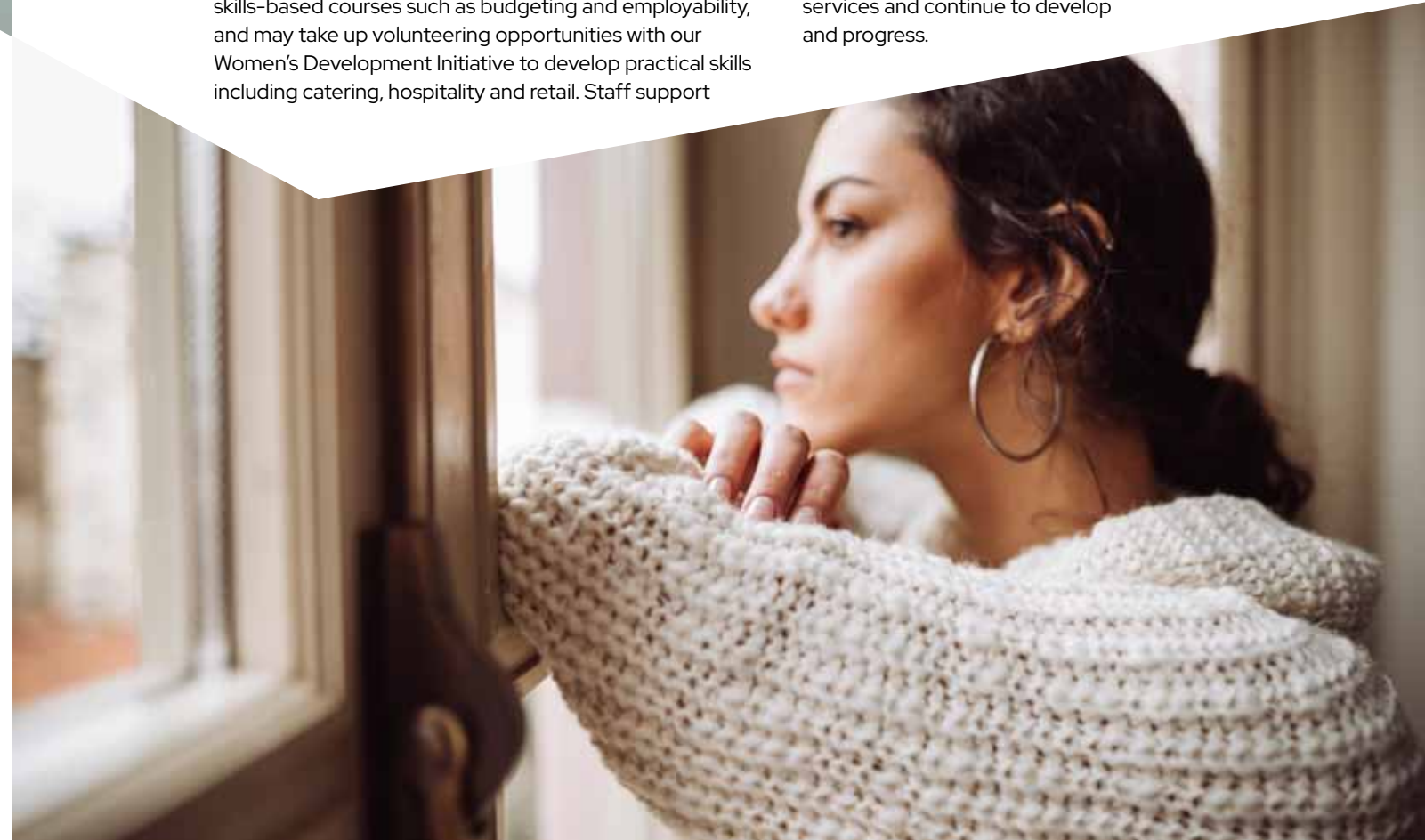
The first few days after a woman is released from prison can be overwhelming; she may be required to attend Probation and other meetings, find somewhere to live, pick up a prescription, sometimes in a different city to where she is now – for women leaving prison without appropriate accommodation, with 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.

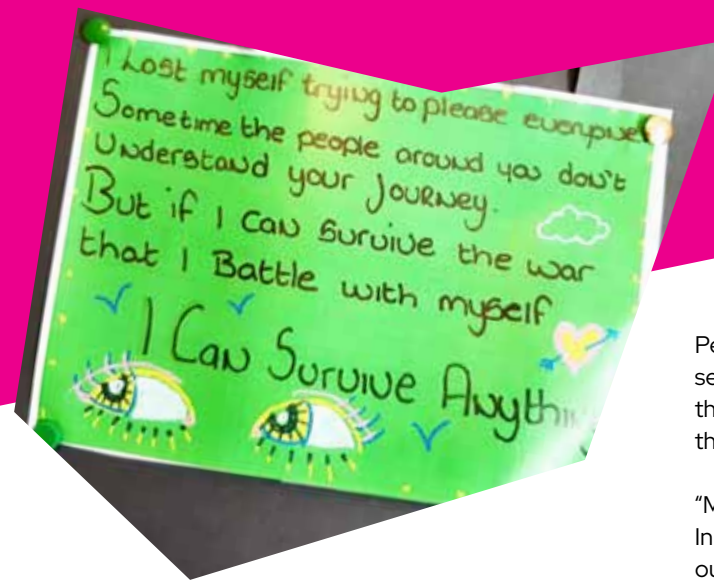
Many women who attend Anawim experience multiple disadvantages and finding work can be extremely difficult. There were 70 individual sessions of literacy, numeracy, hospitality and IT courses during this project, 12 women gained employment. We consider this to be an excellent outcome given the systemic 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.

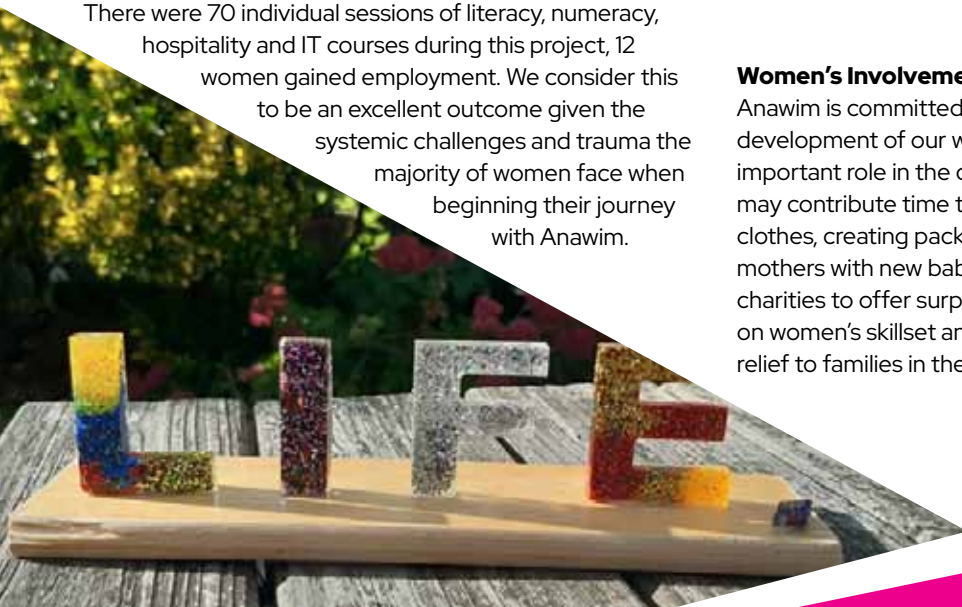
Peer Mentors are trained with skills such as safeguarding, setting boundaries and effective communication. They are then placed in a team within the service which is relevant to their lived experience and future career aspirations.

"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

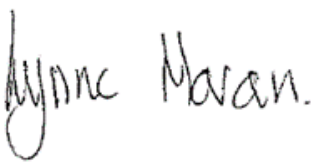
The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

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 |

| | | | |
|--|-----------------------|----------------|-----------------------|
| A) Analysis of changes in net cash funds | At 31 March 2021 £ | Cashflows £ | At 31 March 2020 £ |
| Cash in hand | 542,745 | 83,700 | 626,445 |
| Total cash and cash equivalents | 542,745 | 83,700 | 626,445 |

| | | | |
|------------------------------------|-----------------------|----------------|-----------------------|
| B) Analysis of changes in net debt | At 31 March 2021 £ | Cashflows £ | At 31 March 2020 £ |
| 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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Anawim-Women Working Together
(Anawim) is a charitable company
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Registered Charity Number 1159706.

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