

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

Company No. 09322109
Registered Charity No. 1159706

ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN

FINANCIAL STATEMENTS

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ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2023

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

Company Number 93222109, Registered Charity Number 1159706.

TRUSTEES [1 April 2022 to 31 March 2023]

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

TRUSTEES [1 April 2023 to date of Signing 2023]

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

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

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

PRINCIPAL AND REGISTERED
ADDRESS

228 Mary Street
Balsall Heath Birmingham
B12 9RJ

ANAWIM – BIRMINGHAM’S CENTRE FOR WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS (Continued)

FOR THE YEAR ENDED 31 MARCH 2023

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

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

Mission Statement

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

Vision statement

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

Purpose statement

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

Values

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

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

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

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

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

CHAIR’S REMARKS

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

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

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

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

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

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

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

With best wishes and thank you for reading this.

Lynne Moran

Chair, Anawim Board of Trustees

October 2023

INTRODUCTION FROM ANAWIM CEO

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

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

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

Joy Doal, Anawim CEO

Impact Work

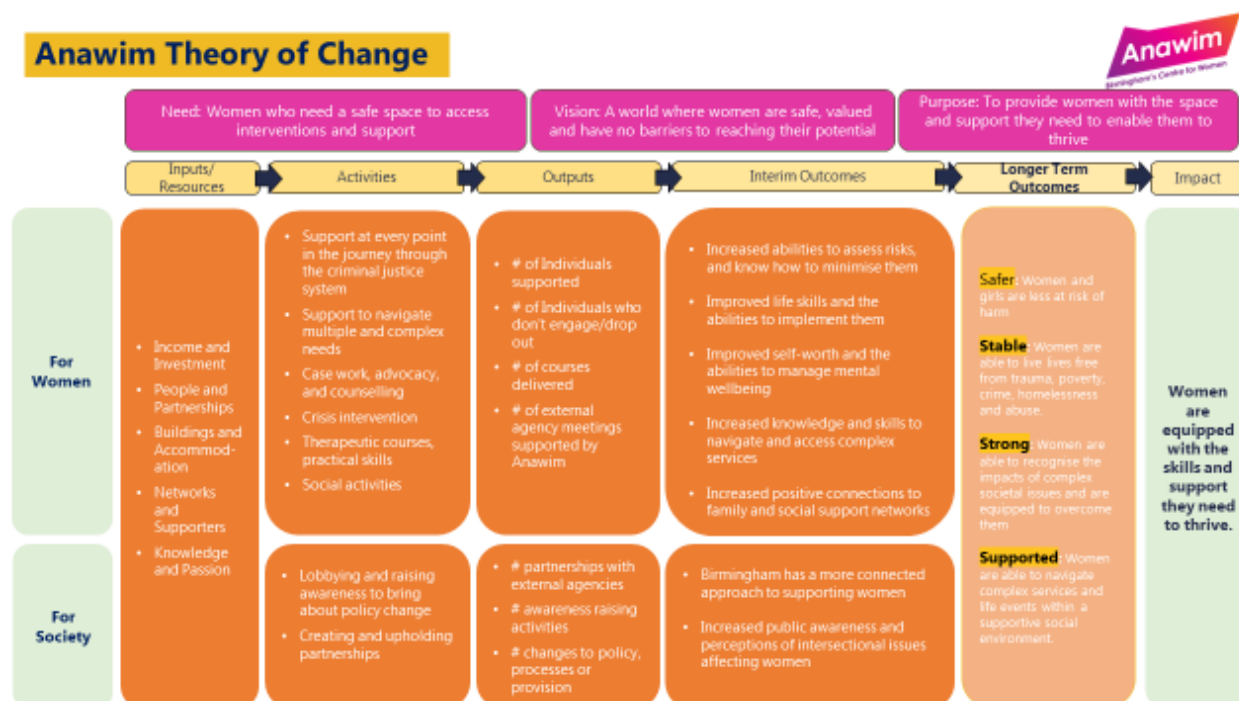
We worked with Trust Impact to consider our 'why' by examining the benefit our support brings to the women and wider society. They helped us to reconsider and hone our vision and purpose statements. Made recommendations including setting meaningful measures to track impact and collaborating to create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

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

Longer term outcomes include

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

We developed our Theory of Change

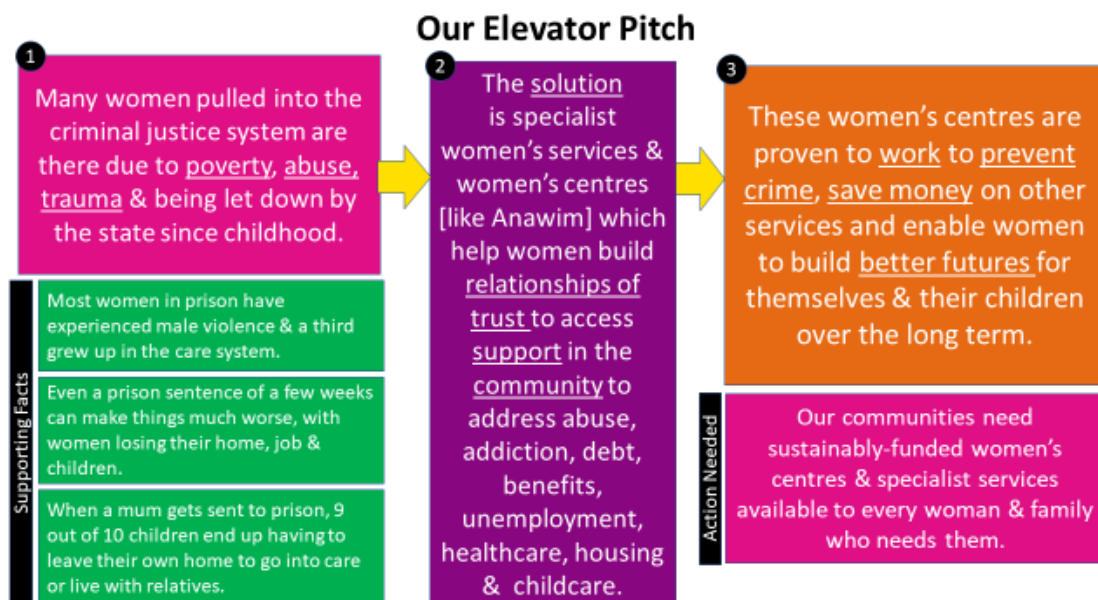


We are utilising this template to report to the trustees on all of our services.

WHAT HAVE WE ACHIEVED? – A BRIEF OVERVIEW

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

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



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

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

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

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

WHERE WE BEGAN

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

WHERE WE ARE NOW

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

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

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

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

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

LIVED EXPERIENCE

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

PROFILE AND COMMUNICATIONS

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

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

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

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

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

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

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

WHAT WE DO

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

DROP-IN

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

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

CHILDREN AND FAMILIES

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

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

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

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

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

DOMESTIC ABUSE

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

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

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

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

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

HOUSING

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

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

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

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

DAWN HOUSE

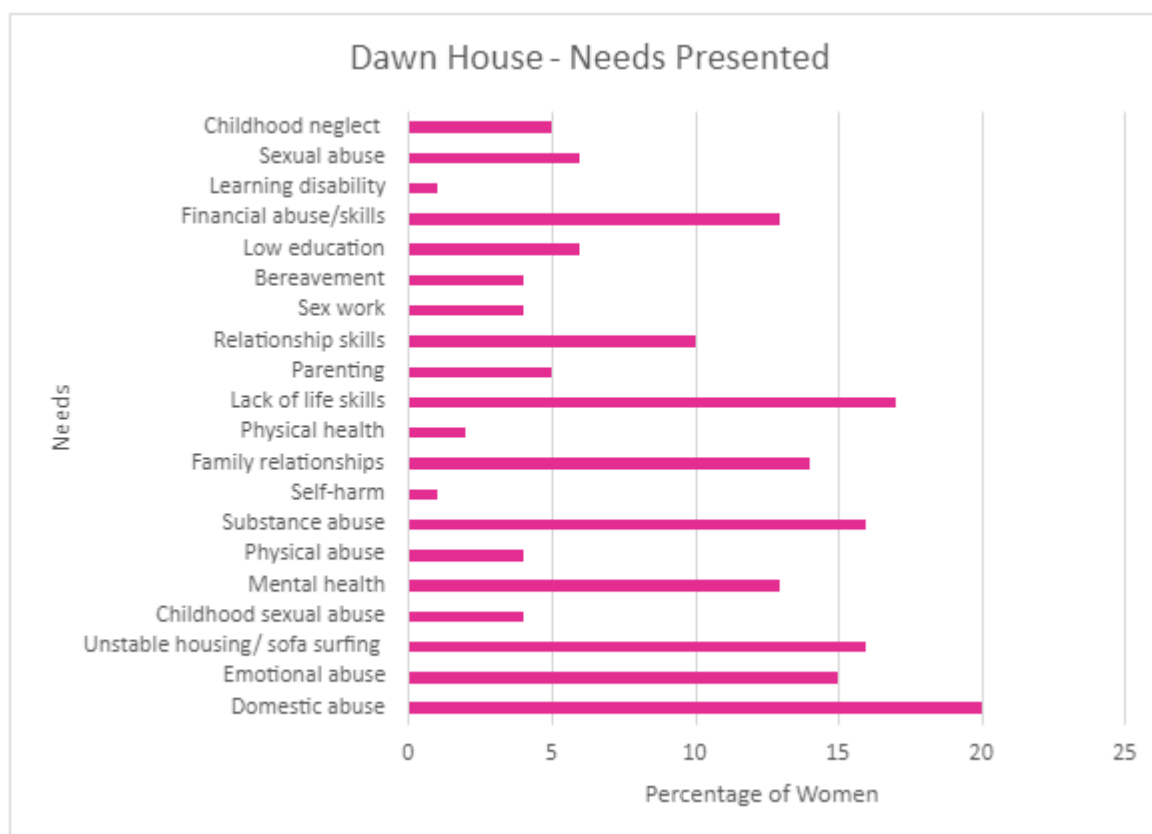
Dawn house is our residential unit situated on the same site as the women's centre, consisting of 6 beds with en-suite rooms, shared cooking and living area. This has great advantages to the women who are staying as they can easily take part in all the courses and activities in the centre and build relationship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

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

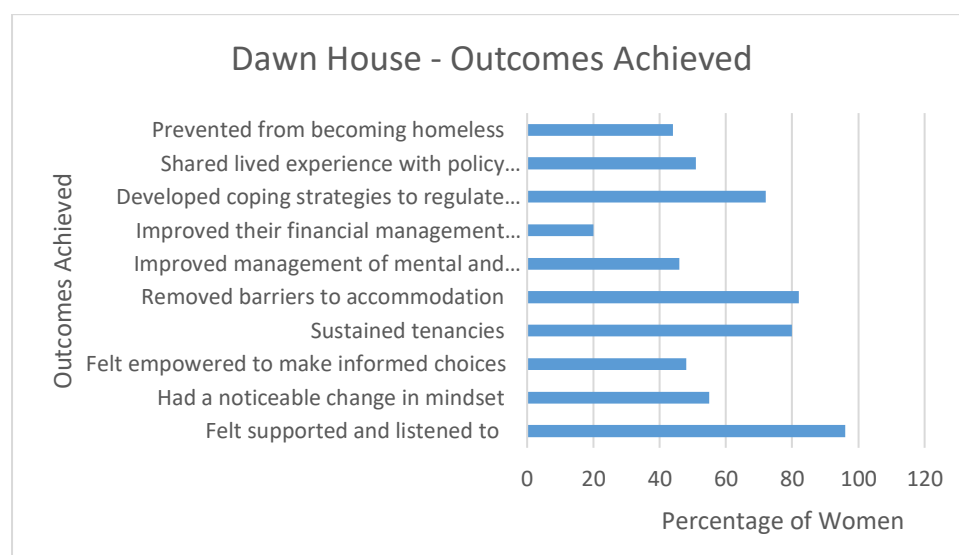
24 women resided for periods ranging from 3 days to 221 days, giving an average of 59 days.

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

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



Positive outcomes include



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

1 woman found paid employment

1 made a successful report to the Police

7 improved their contact with children or family members

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

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

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

SEXUAL VIOLENCE

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

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

SUBSTANCE MISUSE

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

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

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

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

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

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

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

MULTIPLE AND COMPLEX NEEDS CASEWORKER

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

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

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

CRIMINAL JUSTICE

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

NEW CHANCE

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

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

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

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

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

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

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

COMMUNITY REHABILITATION SERVICE

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

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

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

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

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

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

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

PRISON WORK

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

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

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

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

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

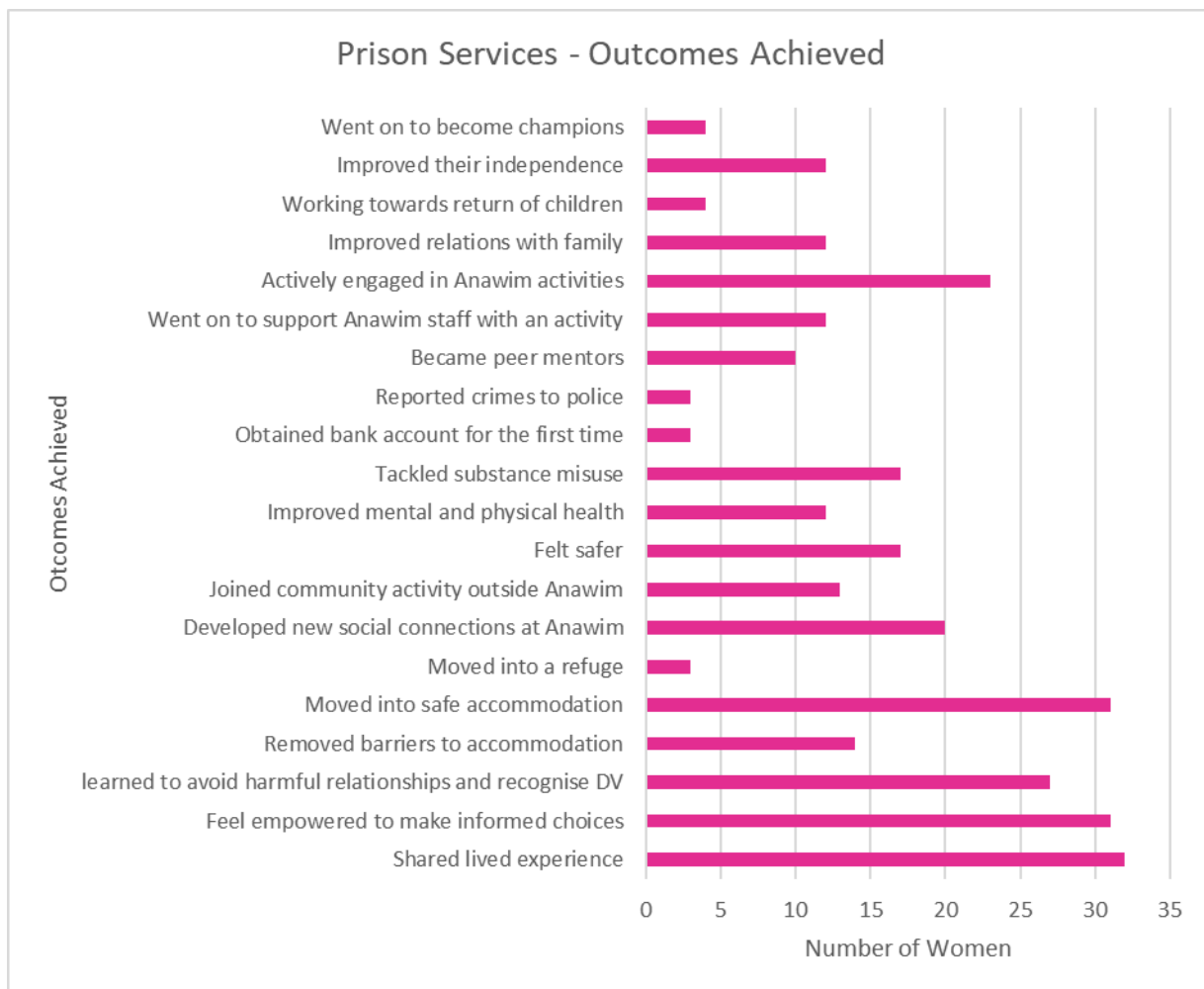
Furthermore, Anawim's courses on offer have consistently been rated as excellent, which is a testament to the endless effort and care that goes into providing good quality courses and groups by Anawim's staff. Overall, women in the programs felt very satisfied with Anawim.

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

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

Outcomes over the last 12 months include

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



COMMUNITY CONNECTIONS

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

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

COUNSELLING

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

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

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

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

TRAUMA WORK

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

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

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

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

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

ARDENLEIGH

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

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

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

CAMEO & ACCESS

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

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

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

VOLUNTEERS

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

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

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

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

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

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

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

PARTNERSHIPS

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

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

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

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

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

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

THANK YOU

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

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

Ministry of Justice, Support for Core running costs

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

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

Women In Prison, Community Connections in Prison

The Pilgrim Trust, Family Support

Henry Smith, Multiple & Complex Needs and Drop In services

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

Energy Redress Scheme, Drop In

William Cadbury, Drop In Support Services

Crisis UK, Housing Support

The National Lottery Community Fund, Drop In Support Services

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

Charles Hayward Foundation, Prison in-reach officer

The Shaw Trust, Activity Hub

The Goldsmiths Company Charity, Prison in-reach

Sheepdrove, Prison in-reach

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

Changing Lives, Community Rehabilitation Service

Birmingham City Council, Refuge Space in Dawn House

Public Health, Mental Health Services

IAPT (Improving Access to Psychological Therapies), counselling

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

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

The Coutts Foundation, Unrestricted Funding

The Eveson Trust, Unrestricted Funding

The Garfield Weston Foundation, Unrestricted Funding

The John Armitage Charitable Trust, Core Funding

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

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

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

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

Financial Review

Summary

The accounts cover all activities controlled by the charity.

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

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

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

Reserves Policy

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

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

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

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

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

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

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

The reserves policy will continue to be reviewed annually.

Investment Policy

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

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

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

1. Expert Advice.

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

2. Risk

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

3. Liquidity

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

4. Currency

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

5. Responsible Investment:

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

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

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

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

PLANS FOR THE FUTURE

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

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

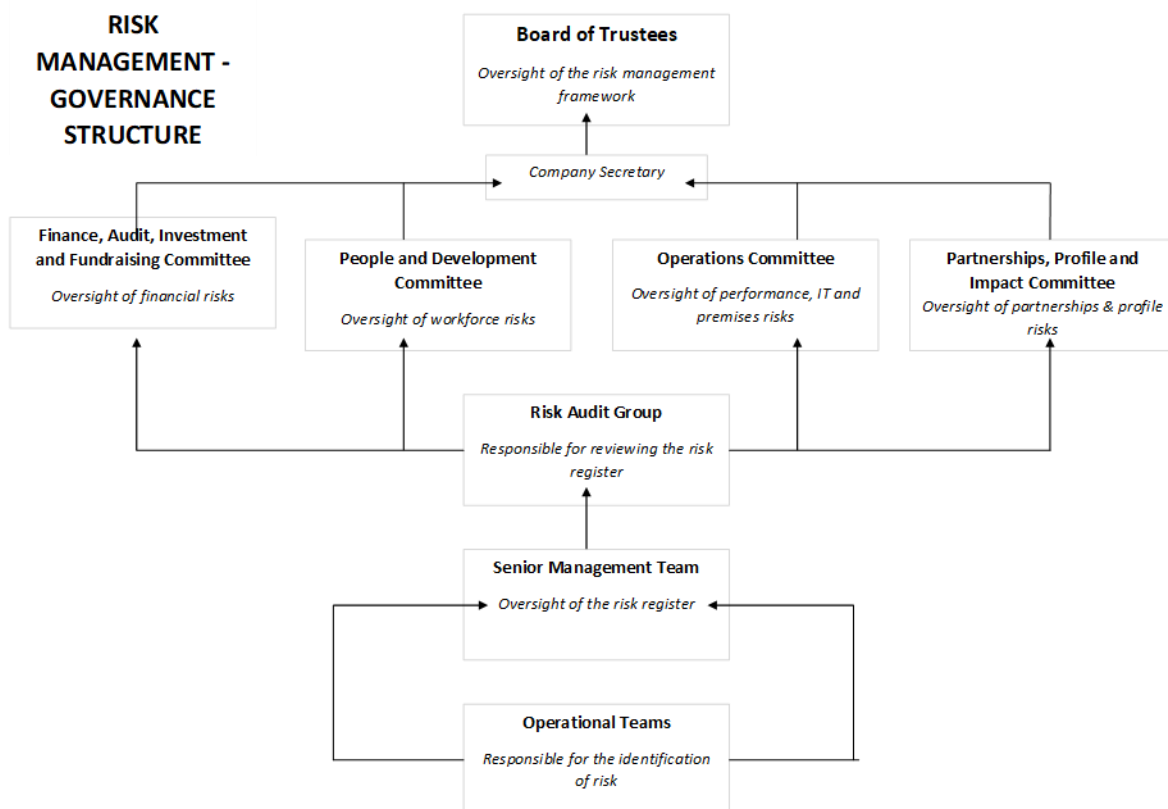
During 2022/23 Trustees resolved to change the name of the charity from "Anawim – Women Working Together" to "Anawim – Birmingham's Centre for Women" with the change subsequently formally registered with Companies House and the Charity Commission.

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

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

Risk Management

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



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

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

Strategic Risk

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

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

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

Safeguarding

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

Reputation

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

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

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

Organisational Structure

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

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

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

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

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

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

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

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

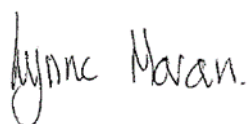
Connected Charities

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

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

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

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



Lynne Moran

Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ANAWIM

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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



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

10 Queen Street Place
London

EC4R 1AG

Date: 18 December 2023

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

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

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

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

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

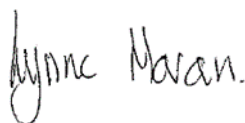
BALANCE SHEET

Registered Company Number: 93222109

FOR THE YEAR ENDED 31 MARCH 2023

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

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



Lynne Moran
Chair of Trustees

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

ANAWIM – BIRMINGHAM CENTRE FOR WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

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

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

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

ANAWIM – BIRMINGHAM CENTRE FOR WOMEN

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

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

Statement of Compliance

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

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

General Information

Anawim – Women Working Together was incorporated on 20 November 2014 (company number: 09322109) and registered as a charity on 1 April 2015 (charity number: 1159706) in England and Wales. The Charity's registered office is 228 Mary Street, Balsall Heath, Birmingham, B12 9RJ.

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The trustees are acutely aware of the impact that the cost of living crisis may have on its funding and activities and will continue to regularly evaluate its financial position and forecasts to act promptly should financial hardship be envisaged. These regular reviews of our financial position, reserves levels and future plans gives Trustees confidence the charity remains a going concern for the foreseeable future.

Fund Structure

The charity maintains the following types of funds:

Restricted funds represent grants, donations and legacies received which are allocated by the donor for specific purposes.

General unrestricted fund represents unrestricted income which is expendable at the discretion of the trustees in the furtherance of the objects of the charity. Such a fund may be held in order to finance both working capital and capital investment.

Designated funds represent money designated by the trustees for specific charitable activities.

Income recognition

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Donations and legacies

Donations and gifts are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

Grants

Grants are recognised in full in the statement of financial activities in the year in which the charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

Income from charitable activities

Income from charitable activities is recognised as earned as the related services are provided. Income from other trading activities is recognised as earned as the related goods are provided.

Investment income

Investment income is recognised on a receivable basis once the amounts can be measured reliably.

Volunteers

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution made by the volunteers can be found in the trustees' annual report.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall support costs of each activity, is apportioned based on staff time attributable to each activity.

Tangible Fixed Assets

Tangible fixed assets are stated at cost less depreciation which is provided in equal annual instalments over the estimated useful lives of the assets. Assets costing more than £500 are capitalised.

The rates of depreciation applied to other assets are:

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

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the SOFA as incurred.

Rental charges are charged on a straight-line basis over the life of the lease.

Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management's best knowledge of the amount, events or actions, actual results ultimately differ from those estimates. The Trustees consider the evaluation of useful economic life of fixed assets to be the area of judgement and significant effect on the financial statements. Further details on these judgements are provided in the relevant section above.

2. DONATIONS AND LEGACIES

	2023	2023	2023
	Unrestricted	Restricted	Total
	£	£	£
<i>General donations</i>	32,214	-	32,214
Coutts Foundation	3,000	-	3,000
Garfield Weston	50,000	-	50,000
John Armitage	40,000	-	40,000
Eveson Charitable Trust	30,000	-	30,000
Other	18,358	-	18,358
	<u>173,572</u>	<u>-</u>	<u>173,572</u>

DONATIONS AND LEGACIES

	2022	2022	2022
	Unrestricted	Restricted	Total
	£	£	£
<i>General donations</i>	36,052	-	36,052
Coutts Foundation	30,000	-	30,000
Our Lady of Charity	50,000	-	50,000
Garfield Weston	2,000	-	2,000
Grimit Trust	75,000	-	75,000
Other	5,113	-	5,113
	<u>198,165</u>	<u>-</u>	<u>198,165</u>

3. INCOME FROM CHARITABLE ACTIVITIES

The English Province of Our Lady of Charity of the Good Shepherd provides a part time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2023 would be £12,360 (2021: £12,360).

4. ANALYSIS OF EXPENDITURE

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

COMPARATIVE (2022)

	Direct costs Staff £	Direct costs Other £	Support Costs £	2022 Total £
Criminal Justice	195,766	24,688	22,452	242,906
Prison Outreach	281,795	27,656	26,168	335,619
Mental Health	167,031	48,906	18,261	234,198
Counselling	9,641	6,563	3,077	19,281
Courses	-	41,029	146	41,175
Probation	112,724	41,090	-	153,814
Dawn House	208,268	41,948	27,968	278,184
Drop In	63,393	11,301	6,316	81,010
Complex Needs	121,458	23,287	12,240	156,985
Project	310,736	8,708	-	319,444
Management				
	<u>1,470,812</u>	<u>275,176</u>	<u>116,628</u>	<u>1,862,616</u>

ANALYSIS OF EXPENDITURE (continued)

ANALYSIS OF SUPPORT COSTS

	2023 £	2022 £
Staff costs	-	-
Supervision	7,809	3,829
Travel and subsistence	5,135	4,399
Training	6,900	3,829
General office costs	43,269	11,302

Property costs	43,208	23,289
Legal and professional	26,231	7,106
Governance	-	12,199
Other	47,073	50,675
	<u>179,625</u>	<u>116,628</u>

GOVERNANCE COSTS	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Audit Fees	15,750	-	15,750
	<u>15,750</u>	<u>-</u>	<u>15,750</u>
	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Audit Fees	12,950	-	12,950
	<u>12,950</u>	<u>-</u>	<u>12,950</u>

5. NET INCOME FOR THE YEAR

	2023 £	2022 £
This is stated after charging/crediting Auditors remuneration (including VAT):		
Audit	13,250	10,900
Other Services	2,500	2,050
	<u>15,750</u>	<u>12,950</u>

One Trustees received remuneration of £480.00 in the current year in relation to consultancy services (2021: One Trustee received £480.00).

6. STAFF COSTS AND NUMBERS

	Total 2023 £	Total 2022 £
Staff costs were as follows:		
Salaries and wages	1,518,007	1,303,698
Social security costs	132,628	105,428
Pension contributions	66,021	57,619
Redundancy payments	9,004	4,067
	<u>1,725,660</u>	<u>1,470,812</u>

No employee received emoluments greater than £60,000 in the year ending 2022 or 2021. The total employee benefits of the key management personnel of the charity were £316,311 (2021: £364,365). The number of key personnel has increased during the year compared to the year before. During the

year, the decision was made to combine the service managers and project team to create the senior management team. This has been beneficial to the organisation as it has streamlined the operations and ensured smooth day to day running of the centre.

	2023 Number	2022 Number
The average number of employees during the year was as follows:		
Charitable activities	60	58
Support	11	8
	<u>71</u>	<u>66</u>

7. FIXED ASSETS

	Property £	Fixtures and fittings £	Motor vehicles £	Total £
Cost				
At 1 April 2022	1,315,218	112,136	-	1,427,354
Additions	-	6,616	-	6,616
Disposals	-	-	-	-
	<u>1,315,218</u>	<u>118,752</u>	<u>-</u>	<u>1,433,970</u>
Accumulated depreciation				
At 1 April 2022	152,881	57,499	-	210,380
Charge for the period	29,862	17,208	-	47,070
Disposals	-	-	-	-
	<u>182,743</u>	<u>74,707</u>	<u>-</u>	<u>257,450</u>
Net book value				
At 31 March 2023	<u>1,132,475</u>	<u>44,045</u>	<u>-</u>	<u>1,176,520</u>
At 31 March 2022	<u>1,162,338</u>	<u>54,637</u>	<u>-</u>	<u>1,216,975</u>

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

8. INVESTMENTS

	Total 2023 £	Total 2022 £
Market value at 1 April	205,746	195,457
Additions	-	-
Disposal	(100,000)	-
Transfer of cash	-	-
(Loss)/Gain on investments	(10,943)	10,289
Market value at 31 March	94,803	205,746
Historical cost as at 31 March 23	100,000	200,000
Listed investments	94,349	204,912
Cash awaiting investment	454	834
Market value at 31 March 2023	94,803	205,746

9. DEBTORS: amounts falling due within one year

	Total 2023 £	Total 2022 £
Grant debtors	299,785	66,820
Prepayments & Accrued income	60,465	89,370
	360,250	156,190

10. CREDITORS: amounts falling due within one year

	Total 2023 £	Total 2022 £
Accruals and deferred income	68,148	53,275
Other taxes and social security	54,554	26,345
Other creditors	28,860	36,050
	151,562	115,670

11. OPERATING LEASE COMMITMENTS

At the year end, the company was committed to make the following payments in total in respect of operating leases.

	Equipment		Land and buildings	
	2023	2022	2023	2022
	£	£	£	£
Leases which expire:				
Within one year	4,209	3,451	17,000	17,000
Within two to five years	15,590	12,367	68,000	68,000
Greater than five years	-	-	431,266	448,266

12. MOVEMENT IN RESTRICTED FUNDS (2023)

	As at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
Revenue grants:					
<i>Barrow Cadbury</i>	6,953	15,000	19,038	(2,915)	-
Big Lottery	-	10,000	6,707	-	3,293
Birmingham City Council	-	50,733	50,733	-	-
Changing Lives	19,972	180,719	180,728	-	19,963
Charity Shop	-	358	778	420	-
Charles Hayward	3,222	-	3,222	-	-
Community PD	-	15,000	15,000	-	-
Crisis	-	25,000	20,394	-	4,606
Energy Redress Scheme	-	2,721	2,721	-	-
Food Bank Donations	825	-	825	-	-
Goldsmiths	7,522	50,000	24,098	-	33,424
Hardship	1,008	337	1,323	-	22
Henry Smith	26,899	120,000	107,684	-	39,215
Holy Society Child Jesus	-	10,000	10,000	-	-
IAPT	-	14,285	22,550	8,265	-
JABBS	190,916	712,916	629,086	-	274,746
MOJ	-	24,658	25,733	1,075	-
NHS England	47,129	378,645	385,804	6,921	46,891
NPS	2,203	12,879	15,082	-	-
Our Lady Of Charity	-	17,000	17,000	-	-
Penny Appeal	-	19,110	11,532	-	7,578
Public Health	7,416	-	7,416	-	-
Service Charge	-	310	310	-	-
Sewing Machine	-	221	-	-	221
Shaw Trust	5,948	23,128	29,131	55	-
Sheepdrove	29,268	35,000	39,079	-	25,189
The Pilgrim Trust	10,000	-	10,000	-	-

West Midlands Police	-	164,967	166,260	1,293	-
William Cadbury	-	20,000	20,000	-	-
WIP (Lloyds)	-	4,000	4,000	-	-
Women In Prison (Tampon Tax)	-	74,223	74,223	-	-
Other restricted reserves	5,695	7,437	-	-	13,132
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Carried forward	364,976	1,988,647	1,900,457	15,114	468,280
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

12. MOVEMENT IN RESTRICTED FUNDS (2022)

	As at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
<i>Revenue grants:</i>					
Jabbs Foundation – Dawn House	38,212	137,410	(201,878)	26,256	-
Jabbs – Prison and Outreach	42,955	-	(20,485)	-	22,470
Jabbs – Project Management	90,202	200,000	(174,578)	-	115,624
Oak Foundation-Money Advice	6,459		(6,459)	-	-
WMP – New Chance	7,452	135,000	(142,452)	-	-
HS2 – Out of the Shadows	7,810	4,787	(12,597)	-	-
Other restricted reserves	128,950	1,205,440	(1,114,890)	7,382	226,882
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Carried forward	322,040	1,682,637	(1,673,339)	33,638	364,976
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Birmingham Solihull Mental Health Foundation Trust provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liaison and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

JABBS Foundation supports Anawim with funding for Dawn House as well as some non-statutory work, and the prison in-reach which feed into Dawn House.

The Oak Foundation provided a grant for the provision of caseworkers.

Police & Crime Commissioner – provide a grant for New Chance work with women.

Birmingham and Solihull Mental Health NHS FT provide funding for Liaison and Diversion work with women [the funding stream for this work is from NHS England]

NPS funding for Personality Disorder and mentoring.

Pilgrim Trust have given a grant for the Family Support Service.

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

HS2 - Out of the Shadows monies donated towards a drop-in centre project in Washwood Heath, with the aim of reaching women associated with domestic violence, sexual abuse and homelessness.

Smallwood Trust Have provided funding to support women with Life skills work.

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

Henry Smith- Have given funding for our multiple and complex needs work including family support.

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

13 MOVEMENT IN UNRESTRICTED FUNDS

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	1 April 2022	Income	Expenditure	Transfers	31 March 2023
	£	£	£	£	£
General funds	350,632	178,467	(192,408)	25,341	362,032
<i>Designated funds</i>					
CEO Salary Designation	117,510	-	(29,991)	-	87,519
Fixed Assets Fund	1,216,975	-	-	(40,455)	1,176,520
Designated for Drop in, Domestic Abuse and Sexual Violence work	69,271	-	(69,271)	-	-
	<u>1,754,388</u>	<u>178,467</u>	<u>(291,670)</u>	<u>(15,114)</u>	<u>1,626,071</u>

The designated fund was set up with a transfer of £200,000 which relates to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd which is to be used for the salary of the CEO in the event that no other funding can be found. Fixed assets relating to Dawn House were designated in the year as these are to be used to fulfil Anawim's charitable objectives. The amount of £123,000 has been designated by the board to ensure that the

vital work around the drop-in service, domestic abuse and sexual violence can continue in the event that no other funding is awarded.

13 MOVEMENT IN UNRESTRICTED FUNDS

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	1 April 2021	Income	Expenditure	Transfers	31 March 2022
	£	£	£	£	£
General funds	266,000	216,124	(116,628)	(14,864)	350,632
<i>Designated funds</i>					
CEO Salary Designation	136,431	-	(18,921)	-	117,510
Fixed Assets Fund	1,235,749	-	-	(18,774)	1,216,975
Designated for Drop in, Domestic Abuse and Sexual Violence work	123,000	-	(53,729)	-	69,271
	<u>1,761,180</u>	<u>216,124</u>	<u>(189,278)</u>	<u>(33,638)</u>	<u>1,754,388</u>

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £
Fixed assets			
Tangible fixed assets	1,176,520	-	1,176,520
Investments	94,803	-	94,803
Current assets	506,310	468,280	974,590
Current liabilities	(151,562)	-	(151,562)
	<u>1,626,071</u>	<u>468,280</u>	<u>2,094,351</u>

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £
Fixed assets			
Tangible fixed assets	1,216,975	-	1,216,975
Investments	205,746	-	205,746
Current assets	447,337	364,976	812,313
Current liabilities	(115,670)	-	(115,670)
	<u>1,754,388</u>	<u>364,976</u>	<u>2,119,364</u>

15. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purpose. The charity is not exempt from VAT which is included with the expenses to which it relates on the Statement of Financial Activities.

16. RELATED PARTY TRANSACTIONS

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

Trustee remuneration and expenses have been disclosed in note 5.

17. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (loss)/income for the year	(25,013)	36,144
Depreciation charge	47,071	47,392
Interest received	(3,037)	(73)
Dividends received	(7,904)	(12,260)
Loss/(gain) on investments	12,783	(10,289)
Loss/(gain) on disposal of fixed assets	-	(235)
Decrease/(increase) in debtors	(204,060)	(59,365)
(Decrease)/increase in creditors	35,892	44,414
Net cash used in operating activities	<u>(144,268)</u>	<u>45,728</u>

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted General 2022 £	Unrestricted Designated 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
	Note					
INCOME FROM:						
<i>Donations and legacies</i>						
General donations	2	198,165	-	-	198,165	175,717
<i>Charitable activities</i>						
Criminal Justice/Diversion		-	-	202,000	202,000	221,506
Courses		-	-	24,682	24,682	51,341
Drop In		-	-	28,587	28,587	16,264
Prison Inreach		-	-	356,863	356,863	207,834
Project Management		-	-	351,000	351,000	254,625
Probation		-	-	168,560	168,560	-
Dawn House		-	-	165,456	165,456	-
Mental Health		-	-	254,795	254,795	204,477
Counselling		-	-	8,310	8,310	13,927
Residential		-	-	-	-	322,626
Policy Work		-	-	-	-	32,812
Hardship		-	-	-	-	13,027
Multiple & Complex Needs		-	-	115,594	115,594	228,070
Bank interest		-	-	-	-	258
Other income		7,669	-	6,790	14,459	47,940
TOTAL INCOME		205,834	-	1,682,637	1,888,471	1,790,424
EXPENDITURE ON:						
<i>Charitable activities</i>						
Criminal Justice		22,452	-	220,454	242,906	266,124
Courses		146	-	41,029	41,175	39,868
Prison Outreach		26,168	-	309,451	335,619	270,299
Probation		-	-	153,814	153,814	-
Dawn House		27,969	-	250,215	278,184	-
Mental Health		18,261	-	215,937	234,198	250,292
Counselling		3,077	-	16,204	19,281	13,811
Residential		-	-	-	-	297,463
Policy/funding core		-	-	-	-	41,188
Funding/hardship		-	-	-	-	9,197
Project Management		-	18,920	300,524	319,444	219,432
Drop In		6,316	27,227	47,467	81,010	71,511
Multiple & Complex needs		12,238	26,503	118,244	156,985	226,065
TOTAL EXPENDITURE	4	116,627	72,650	1,673,339	1,862,616	1,705,250
Net gains on investments	8	10,289	-	-	10,289	16,639

NET INCOME	<u>99,496</u>	<u>(72,650)</u>	<u>9,298</u>	<u>36,144</u>	<u>101,813</u>
TRANSFER BETWEEN FUNDS	<u>(14,864)</u>	<u>(18,774)</u>	<u>33,638</u>	<u>-</u>	<u>-</u>
NET MOVEMENT IN FUNDS	<u>84,632</u>	<u>(91,424)</u>	<u>42,936</u>	<u>36,144</u>	<u>101,813</u>
TOTAL FUNDS brought forward	<u>266,000</u>	<u>1,495,180</u>	<u>322,040</u>	<u>2,083,220</u>	<u>1,981,407</u>
TOTAL FUNDS carried forward	<u>350,632</u>	<u>1,403,756</u>	<u>364,976</u>	<u>2,119,364</u>	<u>2,083,220</u>
	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>