

BRISTOL WOMEN'S VOICE

England & Wales · Charity number 1170110

Details

Status Registered

Legal form CIO

Registered 2016-11-10

Register [View on the Charity Commission register](#)

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Activities

Objects: THE OBJECTS OF THE CIO ARE: A) THE PROMOTION, FOR THE PUBLIC BENEFIT, OF THE SOCIAL INCLUSION OF WOMEN IN THE BRISTOL AREA, WHO ARE SOCIALLY AND ECONOMICALLY EXCLUDED ON GROUNDS OF THEIR GENDER; B) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY E.G. I. THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER (AND WHERE IT IMPACTS ON WOMEN: RACE, AGE, DISABILITY, SEXUAL ORIENTATION, RELIGION OR ECONOMIC DISADVANTAGE); II. THE ADVANCEMENT OF EDUCATION AND RAISING AWARENESS III. THE CONDUCTING OR COMMISSIONING OF OTHER RESEARCH ON GENDER EQUALITY ISSUES AND THE PUBLISHING THE RESULTS TO THE PUBLIC C) THE PREVENTION AND RELIEF OF POVERTY THROUGH UNDERTAKING AND SUPPORTING RESEARCH INTO FACTORS THAT CONTRIBUTE TO WOMEN'S POVERTY AND THE MOST APPROPRIATE WAYS TO MITIGATE THESE; IN FURTHERANCE OF THESE OBJECTS, THE TRUSTEES SHALL: A. PROVIDE A PLATFORM TO ENSURE THAT, WHEN KEY DECISIONS ARE TAKEN, WOMEN'S VOICES HAVE BEEN LISTENED TO, AND THEIR IDEAS AND CONCERNS ARE SHARED AND ACTED ON; B. DEVELOP THE CAPACITY AND SKILLS OF WOMEN IN THE BRISTOL AREA IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY AND ACCESS SERVICES AND ORGANISATIONS, MEET THEIR NEEDS, SUPPORT EACH OTHER, AND TO PARTICIPATE MORE FULLY IN SOCIETY; C. SUPPORT WOMEN TO DECIDE THE MOST IMPORTANT ISSUES THEY ARE FACING, AND TO INFLUENCE PUBLIC AUTHORITIES ON HOW THEY CAN BEST MEET WOMEN'S NEEDS AND PROMOTE GENDER EQUALITY; 2D. UNDERTAKE RESEARCH AND CONSULTATION TO IDENTIFY THE BARRIERS THAT PREVENT GENDER EQUALITY AND THE SOCIAL AND ECONOMIC EXCLUSION OF WOMEN IN THE BRISTOL AREA AND TO PUBLISH THE FINDINGS; E. ORGANISE EVENTS AND ACTIVITIES THAT SUPPORT WOMEN IN THE BRISTOL AREA TO PARTICIPATE IN PUBLIC LIFE, TAKE PART IN DECISION- MAKING, CHALLENGE DISCRIMINATION AND CLOSE GENDER GAPS (E.G. IN PAY, EDUCATION, ACCESS TO SERVICES). NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH [SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005] AND [SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008]

Activities: BWV is a powerful voice for women aiming to make women's equality in Bristol a reality. We make sure that when key decisions are taken, their voices have been listened to and their concerns acted upon. We bring together women to share ideas, exchange experiences, support campaigns and celebrate success so that we can make Bristol a showcase for women's involvement, empowerment and equality.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- Bath And North East Somerset
- Bristol City
- North Somerset
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£159,799	£165,192	-	-
2024-03-31	£157,240	£134,445	-	-
2023-03-31	£124,697	£117,507	-	-
2022-03-31	£102,820	£92,597	-	-
2021-03-31	£93,454	£104,755	-	-

Trustees

Name	Role	Appointed
Shoba Ram	Chair	2023-10-09
Alice Hulme		2024-10-17
Elahe Karimnia		2023-09-10
Ellie Jones		2025-10-09
Katherine Hobbs		2024-10-16
Rosanna Vu		2024-10-17
Sophie Peart		2023-10-19
Tuesday Ibbotson		2025-10-09

BRISTOL WOMEN'S VOICE

England & Wales - Charity number 1170110

Accounts

Bristol Women's Voice
Trustees Report and Financial Statements
for the year to 31st March 2025

Charity number: 1170110

Bristol Women's Voice Trustees' Annual Report Year to 31st March 2025

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Reference and Administrative Information

Charity name: Bristol Women's Voice
Charity registration number: 1170110
Registered Office: St Pauls Learning Centre, 94 Grosvenor Road,
Bristol BS2 8XJ

Trustees 2024-25

Shoba Ram (chair)
Debra Newrick (co-chair) (appointed 16th November 2024)
Bonny Chung (vice chair)
Rosanna Vu (treasurer) (appointed 17th October 2024)
Alice Hulme (appointed 17th October 2024)
Elahe Karimnia
Emily Johnstone
Katherine Hobbs (appointed 16th October 2024)
Lakhraj Minhas (appointed 16th November 2024)
Liz Potter
Sophia James (appointed 17th October 2024)
Sophie Peart
Shruthi Venkatachalam
Alice Clermont (resigned 15th October 2024)
Carole Johnson (resigned 6th May 2025)
Clare Meraz (resigned 15th October 2024)
Hannah Stapley-Parker (resigned 15th October 2024)
Elizabeth Watson (secretary) (resigned 14th January 2025)

Structure, Governance and Management

The organisation is a Charitable Incorporated Organisation, incorporated on 10th November 2016 and registered as a charity on 10th November 2016. Its governing document is the Constitution dated 10th November 2016. Prior to this date, Bristol Women's Voice operated as an unincorporated association, which donated all of its funds to the new charity on its incorporation. During the year the Trustees delegated the day to day operation of the company to the Director, Katy Taylor.

Recruitment and Appointment of Trustees

All trustees are nominated by existing trustees, and elected by a simple majority vote at the AGM or other Trustees' Meetings. The Board of Trustees endeavours to be a diverse Board and will be looking for candidates who can bring perspectives to the leadership of the organisation that are currently under-represented.

Current Staff

Katy Taylor – Director
Dahlia von Carolath – Community Organiser
Claire Charras – Communications Coordinator
Faith Barorot – Community Development Worker
Madie Lewis – Communities and Connection Coordinator
Willow Vidal-Hall – Young Women's Worker (freelance)

Interns

Jess Brake
Tessa Smith
Lilly Harvey

Objects and Activities

Charitable Objects

1. The promotion, for the public benefit, of the social inclusion of women in the Bristol area, who are socially and economically excluded on grounds of their gender;
2. The promotion of equality and diversity for the public benefit by e.g.
 - a. the elimination of discrimination on the grounds of gender (and where it impacts on women: race, age, disability, sexual orientation, religion or economic disadvantage);
 - b. The advancement of education and raising awareness;
 - c. The conducting or commissioning of other research on gender equality issues and the publishing the results to the public.
3. The prevention and relief of poverty through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these.

Public Benefit

The charity delivers public benefit to women and society in general by undertaking the following activities in furtherance of its objects, as stated in the constitution:

1. Providing a platform to ensure that, when key decisions are taken, women's voices have been listened to, and their ideas and concerns are shared and acted on;
2. Developing the capacity and skills of women in the Bristol area in such a way that they are better able to identify and access services and organisations, meet their

- needs, support each other, and to participate more fully in society;
3. Supporting women to decide the most important issues they are facing, and to influence public authorities on how they can best meet women's needs and promote gender equality;
 4. Undertaking research and consultation to identify the barriers that prevent gender equality and the social and economic exclusion of women in the Bristol area and to publish the findings;
 5. Organising events and activities that support women in the Bristol area to participate in public life, take part in decision-making, challenge discrimination and close gender gaps (e.g. in pay, education, access to services).

The Trustees are aware of the requirement of public benefit and seek to implement the Charity Commissioners' guidance on public benefit.

Achievements and Performance

It's been another successful year for Bristol Women's Voice, once in which we have continued to campaign, connect and celebrate with women in Bristol, calling for change to support greater equity. It's been a year of creative, confident and steady delivery across all projects.

We have continued and expanded our training offer, and we have continued to raise marginalised women's voices in strategic forums and to connect decisions makers to women in the community through women-only hustings ahead of the Police and Crime Commissioner and national elections.

In August 2025, we were joined by Madie Lewis, our Communities and Connections Coordinator. She hit the ground sprinting and led on the delivery of our biggest and most diverse International Women's Day event yet, bringing 1,557 participants to Bristol City Hall. We followed this with a sell-out night at local nightclub, Lost Horizon, in partnership with three brilliant music collectives: Booty Bass, Mothers in Music and Femmes on Decks. We worked with an incredibly talented young artist, Imogen Donegan, to paint a stand-out mural of women's resistance at the People's Republic of Stokescroft Outdoor Gallery through March 2025.

We also worked with the Lamplighters CIC and Invisible Army to run a beautiful lamplit procession with lanterns made by parents and carers from across the city, raising the voices of unseen and undervalued women as part of our campaign to Value the Caring Economy.

Alongside these big events we continued to engage women in the communities through our Inspiring Women Talk and our new Migrant Women Talk series, and to share information about opportunities for women across our Broadcast WhatsApp and Women's Services Directory.

We have been delighted by the volume and quality of support we have had from volunteer and interns this year, without whom much of our work wouldn't have been possible, and for whom we are always very grateful.

Amongst all the positivity, 2024/2025 has also been a year of significant challenge at times. We have had to review and improve the way we run events in order to ensure women feel safe to attend and staff are protected from bullying and harassment. Bristol Women's Voice is still a relatively young organisation – one that continues to grow,

innovate and develop. We don't always get things right first time, and we don't always respond the way women would like us to, but in line with our values, we continue to learn from mistakes, review feedback and remain transparent and honest about our processes.

We remain deeply grateful for all the support we receive from members, colleague organisations and others in the community and we look forward to deepening our connections and partnerships with you in 2025/2026.

We Campaign

Value the Caring Economy Campaign: Amplifying Voices, Celebrating Carers

Between April 2024 and March 2025, Bristol Women's Voice continued to campaign for unpaid care work to be valued and recognised through our Caring Economy Campaign. We hosted 16 workshops in partnership with the Caring Economy Alliance. These workshops were designed to reach women with caring responsibilities, unpaid carers, and mothers across Bristol, bringing them together through Community Connection Meetings and public-facing events in the heart of local communities.

From Summer 2024, we launched a powerful new collaboration with LampLighters CIC, a mothers-led artists' collective, to deliver 10 citywide lantern-making workshops. These creative spaces enabled over 200 women to express their thoughts, experiences, and demands as carers through art. Each lantern became a visual message aimed at decision-makers, carrying calls for recognition, investment, and change.

We reached into Bristol's diverse communities, working with respected women-led groups and organisations such as Sadaga, the Chinese Community Wellbeing Society, Bring Your Own Baby (BYOB) Choir, Mothers for Mothers, Dhek Bhal, and others. This community-rooted approach helped us engage voices that are often marginalised or unheard.

In partnership with Invisible Army and their impactful Carers Strike Project, protest placards created by carers joined our Lantern Procession, which culminated on 22 March 2025 in a vibrant, moving display around St Nicholas Market. The BYOB Choir composed and performed an original song during the procession, transforming the streets into a celebration of care.

This event brought care into the public eye, showcasing the creativity, skills, and achievements of carers while calling for meaningful change. The procession called on employers, the West of England Mayoral Combined Authority, Bristol City Council, and the UK government to adopt the caring economy as a core framework for investment in public services, training, transport, environmental sustainability, and anti-poverty strategies.

This year's campaign celebrated the unseen, unvalued work of carers and turned their voices into action. We are proud of opportunities we had to engage with the women in the community—and the change we are committed to continue pushing for.

Impact & Outcomes

Data from across our workshops:

- 79% said they were more aware of their rights, with 38% reporting a significant increase.
- 46% felt more informed about available services; 17% said they were a lot more informed.

- 57% reported increased understanding of how to engage with local decision-makers; 36% felt significantly more confident doing so.
- Participants described feeling inspired (39%), empowered (32%), and connected (36%).
- 73% of attendees identified from Black and minoritised communities, demonstrating our success in engaging Bristol's diverse communities.
- 60% of participants reported struggling to afford basic necessities like food, gas, and electricity; 16% experience this regularly.

Food inequality

We worked with the **Carers Support Centre** to secure some funding from Feeding Bristol with which we hosted a series of joint **Food Equality sessions**. In total, we estimated the work supported 201 people: 134 women carers x an average of 1.5 dependents they care for across a period of 9 weeks (Feb-March 2025).

Our partnership engaged a very diverse group of women carers in terms of ethnicity, locality and age. All the participants experienced food inequality, and some food insecurity: Because they always must put the needs of those they care for first, their dietary requirements, their personal, emotional and practical care. This leaves them no time, no energy, no motivation, no money, to cook and eat the good food they want to eat. Our work supported peer connections, cooking skills and for women to feel heard and valued.

Further Workshops & Pilot Projects

We also ran:

- **'If Mothers Told the Stories'**, a creative workshop series in Hartcliffe and Barton Hill, where mothers explored and shared their lived experiences around care and motherhood through the lens of storytelling and autonomy.
- **'Feminist Leadership in Practice for Over-55s'**, a thought-provoking pilot that was delivered with great impact to women over 55, many of whom have been involved in co-designing the project plan for an over 55's health project.

Over 55s Women's Health Project

We are delighted to be one of only five organisations nationally to receive two-year funding from the People's Health Trust to deliver a social action project that examines health discrimination and how the charitable sector can work to dismantle this. Our project has been co-designed with women who want to address the intersections of ageism and sexism and address the barriers to health created by medical misogyny.

The funding starts in April 2025, and the project will begin soon after that; all updates will be available in our newsletter and online.

Political Hustings

One of our core purposes is to connect people to power through facilitating women's access to decision-makers to have their voices heard. To this end, we ran two political hustings this year, one for Police and Crime Commissioner candidates in May 2024, and another which we ran in partnership with the Women in Business Charter for the four main political parties (although Labour did not provide a candidate) ahead of the general election in July 2025. This latter event was focussed on women's economic inequality.

Both events were lively affairs that provided the opportunity for opinions to be heard and

provided an important opportunity for women to access those standing for elections. Unfortunately, both were disrupted by threatening behaviour from members of the public which impacted people – including staff's - feelings of safety at the events.

We have learnt a lot from these and other events over the last year and overall, we emerge grateful for the opportunity to have grown from them. We have subsequently Upskilled and trained our staff for dealing with microaggressions, strengthened our membership and complaints policies and extended our induction processes. We have also strengthened our event management policy and ensure additional support structures are in places for staff running events.

In line with our values, we learn from mistakes and experiences and always strive to improve so we can offer safer spaces in which marginalised women, especially, can feel supported to have their voices heard. You can find these policies on our website.

Young Women's Project

The Young Women's Project continued to grow as a creative, reflective and action-focused space for women aged 18–30. Over 12 months, the project delivered 23 workshops, meetings, and sessions focused on combining creativity, expression, and activism to challenge misogyny and inequality.

A total of 52 young women took part across the year, with a core group attending regularly. The Project brings together young women from across Bristol to explore the issues that matter to them — through art, activism, conversation and community.

Workshops included craftivism sessions, where participants created banners, posters, postcards and fabric pouches containing personal messages — many of them expressing defiance, care, and hope. These were then displayed in Queen Square as part of a public, picnic-style exhibition. The event invited passers-by to view the work, celebrate the voices of younger women, and join the conversation. For many participants, it was the first time they'd seen their creativity and perspectives shared so visibly and proudly in a public space.

In Our Image, a collaborative creative project, emerged from this momentum. It explored young women's safety in Bristol through recorded and transcribed conversations about how unsafe they feel in the city, particularly when navigating public spaces. Each account was paired with a photograph of the speaker's hands — offering presence without pressure to be visibly identified. The project was exhibited at City Hall during International Women's Day and received a strong and thoughtful response, particularly from younger women. It made clear how deeply the experience of feeling unsafe affects everyday freedom and confidence — and highlighted the changes young women want to see.

Feedback throughout the year has been overwhelmingly positive. Participants consistently used words like **“empowered”**, **“connected”**, **“positive”**, **“heard”**, **“stronger”**, **“energised”** and **“inspired”** to describe how they felt after attending. They also rated the sessions incredibly highly, with an average score of 5 out of 5 for the session leader and 4.77 for the session content. Many reflected on the power of in person meetings with other women, having meaningful conversations, and building a sense of trust and solidarity — especially after feeling that the only spaces where they could be open about these topics were online, and often lacked safety or depth.

What young women have said about working with us:

- *“Coming here has made me feel like I’m not alone — I’ve felt stronger and more energised after every session.”*
- *“I’ve never had the courage to stand up for myself, but hearing from other women has given me strength.”*
“It made me think differently about how we can use creativity to challenge the systems we live in.”
“I felt validated. The feeling of being heard, without having to explain everything, is so rare and so powerful.”

The Young Women’s Project has also supported women to take action in their personal lives and communities. One woman spoke about finding the strength to stop contraception she had been using for years, after gaining confidence through the group.

Others have gone on to volunteer with mental health organisations or youth groups, inspired to give back. One participant shared that the group helped her mental health at a time when fear about her safety had become overwhelming — connecting with other women gave her a sense of hope and reminded her that change is possible.

Participants have also reported feeling more equipped and empowered to support themselves, their friends, and their communities when it comes to challenging misogyny. Many described greater confidence in having difficult conversations, standing up for their rights, and helping others feel less alone.

The project has been supported by six key volunteers who gave their time to support workshops, edit photos and transcriptions.

Outcomes:

- 100% said they were more aware of their rights after engagement with the project, 75% of which said there were a lot more aware.
- 100% said the workshops had helped them understand how you can have your voice heard with the people that make decisions in the city

The Young Women’s Project engages women who often face barriers to participation.

Of those who completed evaluation forms, 17% identified as being from Black, Asian, Mixed or other minority ethnic backgrounds, 11% identified as disabled, and 57% said that money regularly or sometimes holds them back from taking part in social activities. 31% shared that they struggle to afford basic essentials such as food, gas or electricity. Many women spoke about how important it was to have a free, in-person space where they could connect with others, challenge inequality, and feel seen and supported — something they hadn’t found easily elsewhere.

Strategic Advocacy

We also continue to advocate for a gendered lens on strategy and solutions through participation in strategic forums and groups. These include:

- Community Exchange
- Cost of Living Coordination Group
- Counter Terrorism Independent Advisory Group (police)
- Equity Hubs Forum
- Public Transport Safety and Equalities Group
- Women’s Independent Advisory Group (police)

We Connect

Summer Members Event

In June 2024, we gathered in Queen Square for a relaxed Picnic in the Park that brought together members of all ages for a fun afternoon reflecting on feminist resistance in everyday life.

To start the conversations, attendees were invited to bring a photo of their favourite feminist icon. Images ranged from beloved family members to global figures like Frida Kahlo—sparking heartfelt conversations amongst our members. The event also saw the debut *“Feminist Line of Resistance”*, where participants wrote small acts of resistance on fabric pouches and hung them on a washing line between two trees, creating a striking community installation that remained in place for a week.

- 91% of participants said the experience increased their awareness of their rights.
- 83% rated the content good or excellent
- 33% identified as disabled
- 40% of attendees were from Black and minoritised communities.
- *Attendees described feeling: “Connected”, “Inspired” “Empowered” “uplifted” “fulfilled” “Proud” and “part of a community” following the session.*

The success of this installation inspired its repetition at multiple events across the summer, including Freshers Week, Bristol Pride, and community festivals, evolving into what became known as the *“Feminist Tree of Resistance”*.

By the end of 2024, we had collected hundreds of contributions and we considered how to honour and collectively acknowledge these small acts of everyday resistance against the patriarchy that people had shared. We put a call out for artists and then chose Bristol-based artist Imogen Donegan to work with. Drawing on previous mural-painting experience, she designed and we came together to paint an inspired and uplifting mural at People’s Republic of Stokes Croft (PRSC) for the month of March in honour of International Women’s Day. The PRSC liked it so much they have made a print of it which is available to buy on our website.

Finally, we are working with University of West England students to create a digital version of the Tree of Resistance which we hope to unveil in late 2025.

Winter BWV Members Event

In December 2024, our Winter Members’ Event brought together women from different generations to share experiences, build connections, and engage in meaningful dialogue about gender equity in Bristol.

The event began with informal mingling and a delicious buffet generously provided by our supporters at Simmons & Simmons. To open the evening’s activities, we invited members to pair up with someone from a different generation. We encouraged members to reflect on their personal experiences of gender inequality, establish how age shapes perceptions of patriarchy, and how their views on equality have evolved over time.

We later moved into a World Café-style group discussion, where we explored the most pressing issues currently facing women in Bristol, celebrated progress made towards gender equity and identified opportunities for future action, established ways to foster

stronger intergenerational solidarity and build inclusive movements. To close, we asked members to share ideas on how Bristol Women's Voice can continue to amplify women's voices and better support individuals and communities to take collective action across the city to ensure that our work reflects the needs and aspirations of our members.

Inspiring Women Talk Series

In 2024/2025 we continued our Inspiring Women Talk Series, originally launched in February 2023. This is a citywide storytelling initiative bringing women from all walks of life into community settings to share their journeys, passions, and wisdom. This year, the series delivered six talks and engaged 88 women. The talks have focused on diverse themes, including choosing to be childfree, navigating a career change at 50, living with ADHD as a woman and the layered realities of Black motherhood.

The feedback has been overwhelmingly positive with attendees consistently using words such as 'inspired', 'connected', 'empowered' to describe their feeling after the session. Attendees consistently rate the sessions highly for content and facilitation, with most rating session leaders and content Very Good or Excellent. Participants highlight the quality of the storytelling, the warmth and openness of the spaces, and the opportunity to feel connected and inspired. One participant shared how a session "opened my mind to different ways of living and being," while others valued the honesty and vulnerability of the speakers.

The data also shows that the series is successfully engaging women who often face barriers to participation. Participants include disabled (31%), carers (26%), and those experiencing financial hardship (47%). A number of attendees identified that cost limits their access to cultural or social activities, and yet through this free series, were able to attend and feel part of something meaningful.

Migrant Women Talk Series

Launched in October 2024, the Migrant Women Talk series launched as a special edition of the Inspiring Women Talk Series, designed to celebrate and centre the voices of migrant women in Bristol. To date, there have been five talks covering a range of themes including art for wellbeing, intergenerational racial trauma, language and identity, transformative allyship, and community engagement, centring lived experience.

The series has welcomed 40 participants, with an average of 8 attendees per session. Feedback shows the series is reaching underrepresented groups in Bristol, including women from ethnic minority backgrounds, including African (14%), Arab (7%), and Asian (10%). Many participants also experience financial hardship (41%) or hold caring responsibilities (35%), underlining the series' ability to engage those who are often excluded.

The sessions have prioritised accessibility, warmth, and trust, and have been consistently praised for being inclusive and welcoming spaces where attendees feel heard and valued. One participant described the environment as "really confident and welcoming," while another appreciated how the "session leader made clear it was a protected space."

Crucially, the impact of the series is felt not only during the events but beyond them. Attendees have spoken about developing a deeper understanding of refugee women's experiences and expressed their commitment to become better allies. In a recent talk that focused on transformative allyship, participants made personal pledges, such as "learn more about Kurdish culture and history," "bring Kurdish culture to my school and family

environment,” and “shed light on the Kurdish community.” These reflections highlight how the series inspires ongoing individual and social transformation.

Social Beauty Workshops

To enhance our community development efforts, we have partnered with Natacha Sullivan, founder of The Beauty of Caring CIC to deliver socio-aesthetic workshops around Bristol. In addition, we collaborated with Refugee Women of Bristol and Mothers for Mothers CIC to make our outreach more targeted and focused on women from ethnic minorities or women with caring responsibilities.

‘Difference is power and beauty is universal’ has been the guiding principle for these workshops, using beauty to create connections between different communities.

There have been over 100 women attended, having the opportunity to meet other women, learn about affordable self-care and find out about support services and events in Bristol for women. Women have also had the opportunity to increase their English proficiency skills as the workshops have been designed and delivered to remove language barriers.

Online Directory for Services for Women

We have established strong partnerships in the community including local government, charitable organisations, and allied corporate businesses, expanding our network of support for women in Bristol. Our online directory of services, consisting of 150 support organisations and groups for women has seen a consistent usage across the year, with an average of 500 clicks per month. This highlights the growing demand for resources tailored to women’s needs.

Broadcast Only WhatsApp Group

Our outreach efforts extend to digital platforms including our WhatsApp Broadcast Group which shares weekly messages containing news, resources and events relevant to women in Bristol.

The group has increased in size over the past year, now consisting of 180 members. The group allows us to share up to six messages a week, confidentially connecting women to local events, job opportunities, information and support services.

Membership Engagement

Our membership is free and open to all women who live, work, volunteer or study in Bristol and who agree with our mission, vision and values. Membership is also open to non-binary people who feel our work is relevant to their experience.

Benefits of being a member include:

1. A monthly newsletter updating you on our work and upcoming opportunities
2. Opportunities to connect with like-minded women at our members’ events and AGM from all backgrounds, ages and communities.
3. A say in deciding our work priorities and opportunities to co-design our projects.
4. Participation in our annual membership survey which informs our strategic planning.
5. A vote in deciding who is on our Board of Trustees at our Annual General Meeting (AGM).
6. Opportunities to volunteer and get involved with organising our International Women’s Day celebration (around 8 March) or joining our board of trustees

Growth, engagement and diversity

At the end of March 2025, Bristol Women's Voice has 4,075 members and subscribers.

In 2024/2025 we have increased the open rate of our monthly newsletter to an average of 40% (from 35% in 2023-24).

As we go into 2025/2026, we will be developing a community engagement strategy in collaboration with our members through which we hope to grow and further diversify our membership.

Diversity

We are pleased to note an increase in diversity of our membership and that efforts to reach out to younger and Global Majority women (e.g. through a young women's project, our Migrant Women Talk series and through partnerships) we are having some success.

New member sign-ups (180) in the last year are from women who identify in the following ways:

- 28% from Black or minoritised backgrounds
- 22% were aged 16-24
- 16% aged 25-29
- 22% 30-39

Overall data on our members is as follows:

- 28% identify as Disabled
- 19% identify as lesbian or bisexual
- 60% struggle financially some/all of the time to take part in everyday activities
- 39% struggle some/all of the time to pay bills
- 38% have caring responsibilities
- We have members aged 18-70+
- We have members in all but two Bristol wards.

Online and press engagement

Facebook

- Total followers: 5,405
- New followers: 257
- Reach: 61K (+173.3% compared to last year)
- Profile visits: 7K (-25% compared to last year)

Instagram

- Total followers: 4,644
- New followers: 976
- Reach: 33.7K – (+ 302.1% compared to last year)
- Profile visits: 4.8K (+43.8% compared to last year)

LinkedIn

- Followers: 1,706 followers (+ 518 followers in the last 12 months)
- Impressions: 35K in the last 12 months

We left X, and have switched to BlueSky. BlueSky is still a new platform. There is a

preference to focus efforts and energy on platforms which we know are currently reaching the largest number of people.

Website

There's been an increase in the number of active users from last year with expected spikes in February and March ahead of International Women's Day.

Our Directory is fairly consistently in the top 5 pages visited and always in the top 10 pages. We aim to keep the content fresh, by posting regular content to the website.

We have a small team of volunteers who write the blog content, particularly to report back from events (eg: theatre plays, Inspiring Women Talks, Migrant Women Talks etc).

Media Attention

We've had 15 instances of press or media coverage (including radio, TV, online).

We Celebrate

International Women's Day 2025

This year, we hosted our largest and most powerful International Women's Day event to date; 1,557 people walked through the doors of City Hall on Saturday 8 March. The ramps up to City Hall were adorned with a powerful display of red dresses created by the Red Dress Crafters reminding us of the impact of male violence against women and girls in creative and interactive way.

It was an unforgettable day, one that empowered and united women, fostering connection and raising the call for greater equity in our city and across the world. We are incredibly grateful for everyone who contributed to making this event a success.

The programme was jam-packed, full of diverse panels, workshops, activities, performances, stalls and exhibitions. Talks covered a range of topics, from practical and informative to inspiring and fun. Highlights included discussions on the cultural significance of Henna, an insight into the lives of Kurdish women, the history of Rastafarian women in Bristol, performances by Misfits Theatre Company, a body-positive dance class, and an exploration of the history of lesbian activism in Bristol.

Our panels provided a platform for women to have their voices heard by key decision-makers in the city. During these sessions, women were able to share their concerns about safety with Police and Crime Commissioner Claire Moody, highlight issues concerning women and economic justice with Stephen Williams, Chair of the Public Health and Community Policy Committee, and discuss women's health with Karin Smyth MP and Minister of State at the Department of Health and Social Care.

This year, we also hosted a raffle featuring fantastic prizes generously donated to us, including Wake the Tiger tickets, a signed Bristol City Women's team t-shirt, Bristol Old Vic tickets, Watershed tickets, and many more.

Accessibility & Inclusion Measures:

At Bristol Women's Voice, inclusion is one of our core values, and we are proud of the measures we implemented to ensure that all attendees felt welcome, supported, and

empowered to fully engage in the event.

- **Prebooking System through Eventbrite**

In response to feedback from previous years, addressing concerns from attendees with limited mobility who often found rooms full upon arrival. We introduced a pre-booking system, this allowed guaranteed access to workshops and panels in advance. This trial was broadly positive although we have noted some feedback and will improve the system again for next year.

- **Prayer Room**

This was available for attendees observing Ramadan and any others requiring space for worship.

- **Quiet Room**

We had a designated quiet room, provided a calm space away from the main events. One attendee reflected on the importance of this space for them:

"The quiet room (essential for me as an autistic woman - I couldn't attend without it)"

- **Accessibility Support**

Bristol Disability Equality Forum (BDEF) ran an Accessibility Support desk, where they informed guests of the building's accessibility features, provided hearing loops and offered mobility support.

- **Interpretation Services**

To further ensure everyone's participation, we provided British Sign Language (BSL) interpreters and language interpretation services.

- **Intergenerational Focus**

In response to feedback about older women often feeling invisible and excluded, we made a concerted effort to make the event intergenerational. We included elements throughout the programme that encouraged connections between different age groups, as well as workshops specifically aimed at older women. This is exemplified in one attendee feedback regarding their experience in one of the workshops they attended: *"It was super informative, funny, and inspiring to hear about the history of local LGBT+ women's activism and to see queer women across generations share and bond."*

- **Free Creche**

To remove childcare as a barrier to attendance.

- **Free bus travel**

To remove finances and transport as a barrier to attendance

Creative Focus

This year, we placed a particular focus on the arts and culture exploring the power of craftivism as a form of activism. This focus including raising awareness of the need the need to challenge gendered inequality in the arts and highlight how creativity can inspire change.

- **Lantern Making**

One way we did this was by hosting all-day lantern making workshops with Lamplighter Arts CIC to be used in the shine a light on care procession, calling for parents and carers to be visible, valued and supported.

- **Exhibitions**

The exhibitions were also a central feature of this year's event, attracting 500 visitors to the vestibules addressing themes such as: violence against women and girls, women's feelings around beauty standards and ageing, as well as women's safety in Bristol.

- **Evening Event**

Our sold-out evening event at Lost Horizons featured a "Women in Music" panel followed by an after party that featured women-led collectives: Booty Bass, Femmes on Decks and Mothers in Music.

IWD Contributors:

We collaborated with 115 contributors to make the day happen, including women's sector organisations and businesses, who provided valuable insights into local services and initiatives. Their participation not only enriched the event but also offered them opportunities for engagement, networking, and further strengthening their impact within the community.

- 92% (24 out of 26) of organisational contributors were equalities-led organisations
- 48% contributors were from Black and minoritised communities
- 16% of our contributors identified as Disabled
- They ranged in age from 16-25- 70+
- 100% of contributors said they felt well supported and communicated with in the lead up to and throughout the event and rated their experience as good or excellent.
- 96% said the event helped them to feel connected to communities of like-minded women.

Impact on Attendees:

97 people filled in evaluation forms:

- 96% rated the range and quality of workshops, activities and panel discussions and good or excellent.
- 96% of attendees said the event increased their awareness of services, activities and opportunities for women in Bristol by some or a lot
- 94% said the event raised their awareness of their rights
- 93% of people rated the accessibility and inclusivity of the day as good or excellent
- 96% of attendees rated the organisation of the day as excellent or good

What did you learn by being part of the event?

- "I've learned that there are lots of orgs supporting women in Bristol - we are not alone! I felt supported and came out with energy and positivity'.
- 'The event was a reminder many are trying to fight and achieve equality and justice'
- 'Feeling the strong power and energy from women of various backgrounds and ages'

Press coverage

We got good press coverage with three radio interviews (including one two-hour takeover on Ujima Radio with Miranda Rae) and one TV feature. The event was mentioned in several local and community newsletters. BBC Radio Bristol mentioned the event several times over the course of the day.

We also featured in several local newsletters including Community Eastside Trust, PRSC newsletter, Bristol City Council Communities newsletter, Bristol Mum and The Tab.

We were grateful for support from Agency UK and regular photography volunteer, Tina Gue, taking photos throughout the day, who were also supported by other volunteers.

IWD Volunteers

Our volunteers played a crucial role in the success of this event, with 74 volunteers in total giving their time and energy to support the day's activities. From registering attendance, setting up rooms and assisting with workshops their contributions were invaluable.

59% of volunteers were from mixed and/or Black and minoritised backgrounds, (including 14% from Chinese and Indian backgrounds) and 41% identified as White British. 5% identified as disabled.

Experience:

What volunteers said about being part of the day:

- *"I loved being part of something so powerful. The sense of coming together was amazing - there were a lot of emotions throughout the day but I came away feeling hopeful."*
- *"It gave me a sense of purpose to be part of such an important event, meeting other women, energy!"*
- *"Chatting to people and connection with women I wouldn't normally meet. Amazing"*

100% said they would be interested in volunteering again.

100% rated their experience as good or very good.

Volunteers

It's not just International Women's Day that relies on volunteers – all our work across the year is enriched by the hours donated by volunteers.

We have been grateful for support across all our activities.

Training and Consultancy

This year we continued to work with Avon Fire and Rescue Service, supporting them to address inequality and sexism in their service; we have once more year of this contract.

We were also pleased to deliver training to First Bus Revenue Inspection Officers, something we had been advocating for a while as part of our work to support the bus company to take some action against sexual harassment on public transport.

We also delivered training to the NHS and Mulberry Bush, a charity that exists to support those troubled and traumatised as children.

We were awarded Quartet Resilience funding and with this we are in the process of developing our training offer to include online training which we will pilot and roll out in 2025/2026. With this funding we also developed a deck of gender allyship cards which are proving very popular and are available to buy from our website.

Looking Forward

Going into 2025-2026, we want to deepen our relationship with women in diverse communities and will co-create a community engagement strategy with our members to explore how we can go about this. Following this activity as part of our summer membership event, we will draw in funds to deliver. As part of this, we hope to run more regular face-to-face members meetings to develop greater understanding of and support women to take action on the more localised challenges they want to tackle.

Much of our current funding ends in 2025/2026 and so we have the opportunity to take stock, examine what's working and where we want to grow as we develop our next three-to-five-year strategy for working with for great equity in Bristol.

We will continue to use creative and craftivist methodologies to amplify women's voices, and to focus on intergenerational storytelling and connections to share wisdom and support the growth of united movements for change.

Financial Review

The accounts show a deficit over the year on unrestricted funds of £7,072 (2024 surplus of £22,795). This was funded from reserves arising from previous surpluses, to support the continuation of core activities during a period of reduced income. Budgets for expenditure are determined by the income available: when funds for particular activities run out, the activities cease and staffing levels are reduced accordingly. The Director reports regularly to the Board on the status of funding, enabling the trustees to take action when necessary. Therefore the Trustees are satisfied that the charity remains a going concern on an ongoing basis.

Reserves Policy

The trustees have established a policy whereby the unrestricted funds not committed for any purposes should be at least three months of core running costs, which equates to around £23,000. A Redundancy Provision fund exists to ensure that the potential redundancy liability for existing staff is provided for, and at the balance sheet date this is £4,892 (2024 nil); this will be revised on an annual basis. The remaining free cash reserves amounted to £22,084 (2024 £36,721), of which £20,000 has been set aside as a Contingency Reserve as per the Reserves Policy (2024 £23,000). As this is below the target, the charity will seek to increase reserves through unrestricted donations and surpluses on charitable trading activities.

Statement of Responsibilities of the Trustees

Trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable 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 presume that the charity will continue in operation.

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

The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees confirm that to the best of their knowledge there is no information relevant to the Independent Examination of which the Examiner is unaware.

The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant financial information and that this information has been communicated to the Examiner.

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 29th July 2025 and signed on their behalf by:



..... Shoba Ram, Chair.



..... Rosanna Vu, Treasurer

Independent examiner's report to the trustees of Bristol Women's Voice

I report on the accounts of the Charitable Incorporated Organisation for the year to 31st March 2025 which are set out on pages 20 to 27.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



..... 30th July 2025

Rupert Taylor
5 Mount Pleasant, Millbrook, Torpoint, Cornwall PL10 1BH

Bristol Women's Voice
Statement of Financial Activities
(incorporating Income & Expenditure Account)
Year to 31st March 2025

		Unrestricted funds 2025	Restricted funds 2025	Total funds 2025	Total funds 2024
					[see Note 11]
	Notes	£	£	£	£
Income:					
Donations	[2]	18,776	-	18,776	14,296
Charitable activities	[3]	17,718	123,305	141,023	142,944
Total Income		36,495	123,305	159,799	157,240
Expenditure:					
Cost of raising funds		636	-	636	-
Charitable activities	[4]	42,524	122,032	164,556	134,445
Total Expenditure		43,160	122,032	165,192	134,445
Net Income / (Expenditure)		(6,665)	1,272	(5,393)	22,795
Transfers between funds	[8]	(407)	407	-	-
Net Movement in Funds		(7,072)	1,680	(5,393)	22,795
Total funds brought forward		36,721	39,221	75,942	53,147
Total funds carried forward		29,649	40,901	70,549	75,942

Bristol Women's Voice

Balance Sheet

As at 31st March 2025

	Notes	2025 £	2024 £
Fixed Assets	[5]	2,673	5,345
Current Assets			
Debtors and prepayments	[6]	3,418	2,505
Cash at bank and on hand		68,604	72,743
Stock for resale		745	680
		72,766	75,928
Current Liabilities			
Creditors and accruals	[7]	4,890	5,330
Net Current Assets		67,877	70,598
Net Assets		70,549	75,942

The funds of the charity:

Unrestricted funds:

General funds	[8]	2,084	8,377
Designated funds	[8]	27,565	28,345

Restricted funds:

40,901	39,221
70,549	75,942

Approved by the trustees on 29th July 2025 and signed on their behalf by:



Shoba Ram
Chair



Rosanna Vu
Treasurer

Bristol Women's Voice

Notes to the Accounts

Year to 31st March 2025

[1] Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Basis of preparation

The financial statements have been prepared in accordance with the 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 2015), as amended by Update Bulletin 1 issued on 2nd February 2016, and the Charities Act 2011.

Bristol Women's Voice 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).

(b) Preparation of the accounts on a going concern basis

The trustees are satisfied that the charity is a going concern on an ongoing basis. Details of how this is ensured are given in the Financial Review on Page 17.

(c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of activities is deferred until the criteria for income recognition have been met (see Note 7).

(d) Donated services and facilities

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. The total value of such donations during the year was £10,740 (2024 £5,000). In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

(e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

(f) Fund Accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii] Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. As the charity is not registered for VAT, all VAT on expenditure is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

[i] Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. There were no such costs during the year in question.

[ii] 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.

[iii] Other expenditure represents those items not falling into any other heading. There were no such costs during the year in question.

(h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2025

- (i) Taxation
The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- (j) Fixed Assets
Tangible fixed assets are written off over the expected useful life of the asset, at 33% per annum on the straight line method. Individual items costing less than £500 are not treated as fixed assets.
- (k) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered.
- (l) 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 account.
- (m) Creditors
Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

	2025	2025	2025	2024	2024	2024
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
[2] <u>Income from donations</u>						
General donations	3,236	-	3,236	6,566	-	6,566
Corporate donations	100	-	100	2,730	-	2,730
Trusts and foundations	4,700	-	4,700	-	-	-
Gifts in kind	10,740	-	10,740	5,000	-	5,000
	<u>18,776</u>	<u>-</u>	<u>18,776</u>	<u>14,296</u>	<u>-</u>	<u>14,296</u>

Gifts in kind income represents the free use of accommodation at City Hall provided by Bristol City Council for the International Women's Day celebrations.

	2025	2025	2025	2024	2024	2024
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
[3] <u>Income from charitable activities</u>						
Grants:						
Bristol City Council Impact Fund	-	51,330	51,330	-	61,596	61,596
Community Resilience Fund	-	-	-	-	10,174	10,174
Quartet	-	35,000	35,000	-	25,000	25,000
Internships	-	4,641	4,641	-	1,459	1,459
People's Health Trust	-	-	-	-	8,000	8,000
National Lottery Awards For All	-	20,000	20,000	-	-	-
Bristol City Council small grant	-	9,834	9,834	-	2,459	2,459
People's Postcode Lottery	-	-	-	22,000	-	22,000
Rosa Foundation	-	-	-	-	6,879	6,879
Grocers' Charity	-	2,500	2,500	-	-	-
	<u>-</u>	<u>123,305</u>	<u>123,305</u>	<u>22,000</u>	<u>115,566</u>	<u>137,566</u>
Total grants	-	123,305	123,305	22,000	115,566	137,566
Fees income	10,307	-	10,307	5,275	-	5,275
Sales of merchandise	1,104	-	1,104	103	-	103
Rental income	5,834	-	5,834	-	-	-
Activities income	473	-	473	-	-	-
	<u>17,718</u>	<u>123,305</u>	<u>141,023</u>	<u>27,378</u>	<u>115,566</u>	<u>142,944</u>
Total income from charitable activities	17,718	123,305	141,023	27,378	115,566	142,944

The charity received government grants totalling £65,805 (2024 £75,687). These were from Bristol City Council to support charitable activities, and from the University of Bristol to fund an internship. There are no unfulfilled conditions or contingencies attaching to these grants in 2024-25.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2025

[4] Analysis of expenditure on charitable activities

	Total 2025 £	Total 2024 £
<u>Direct costs:</u>		
Salaries including pension & NI	72,885	64,900
User engagement and access costs	1,269	1,051
Activity costs	36,411	22,694
Printing & publicity	6,631	2,061
Volunteers' expenses	176	1,004
Costs of merchandise	568	130
	117,941	91,840
<u>Support costs:</u>		
Salaries including pension & NI	16,960	14,327
Payroll service	498	476
Staff travel	805	596
Recruitment	90	236
Staff accessibility costs	-	2,733
Staff training	37	359
Stationery and postage	709	516
Telephone	1,172	217
Insurance	826	663
Rent, rates, heat & light	12,736	6,048
Website & IT costs	5,085	10,495
Legal and professional fees	2,170	-
Memberships and subscriptions	1,839	1,719
Accountancy	586	656
Fee for independent examination	336	294
Bank charges	93	69
Depreciation	2,672	3,200
	46,615	42,604
Total Support Costs		
	164,556	134,445

Support costs have not been apportioned as the charity only undertook one kind of activity during the year.

	2025
[5] <u>Tangible Fixed Assets</u>	Equipment
<u>Cost</u>	£
Opening balance	14,257
Additions during the year	-
	14,257
<u>Depreciation</u>	
Opening balance	8,912
Charge for the year	2,672
	11,584
Net Book Value at 31/03/25:	2,673
Net Book Value at 31/03/24:	5,345

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2025

[6] <u>Debtors and prepayments</u>	2025	2024
	£	£
Sundry debtors	3,175	2,267
Prepayments	243	237
	3,418	2,505

[7] <u>Creditors</u>	2025	2024
	£	£
Amounts due within 12 months:		
Trade creditors	215	2,497
Accruals	782	782
PAYE and National Insurance	2,400	723
Other creditors	1,493	1,328
	4,890	5,330

[8] <u>Movements in funds</u> <i>[for previous year, see Note 11]</i>	Balance at 31/03/2024	Income	Expenditure	Transfers between funds	Balance at 31/03/2025
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	10,611	51,330	(59,946)	-	1,995
Internships	-	4,641	(5,041)	400	-
Quartet Community Hub	22,023	25,000	(23,459)	-	23,564
BCC Impact Fund small grant	1,340	9,834	(8,442)	-	2,731
Rosa Fund	5,248	-	(5,255)	7	-
Awards for All	-	20,000	(13,692)	-	6,308
Grocers' Charity	-	2,500	-	-	2,500
Quartet Resilience Fund	-	10,000	(6,197)	-	3,803
Total Restricted Funds:	39,221	123,305	(122,032)	407	40,901
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Contingency Reserve	23,000	-	-	(3,000)	20,000
Redundancy provision	-	-	-	4,892	4,892
Fixed asset reserve	5,345	-	-	(2,672)	2,673
Total Designated Funds:	28,345	-	-	(780)	27,565
<u>General Funds</u>	8,377	36,495	(43,160)	372	2,084
Total Unrestricted Funds:	36,721	36,495	(43,160)	(407)	29,649
Total Funds:	75,942	159,799	(165,192)	-	70,549

Purposes of funds:

The Bristol CC Impact Fund supports the charity's work promoting the social inclusion of women.

The internships funding covered the salary of an intern.

The Quartet Community Hub fund supports a virtual hub for women and workers that support women.

The BCC Impact Fund small grant funds a programme to help local groups organise and build strong organisations.

The Rosa Fund grant supported the charity's Caring Economy campaign to lobby government bodies to value and support carers and their contribution to society and the economy.

The Awards for All grant funds a Communities and Connections Co-ordinator.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2025

[8] Movements in funds (continued)

The Grocers' Charity grant funds women's activism cards, in collaboration with women artists from marginalised groups in the city.

The Quartet Resilience Fund is to develop online training and practical training resouces to support longer-term sustainability through diversifying income.

The Contingency Fund is to provide for running costs in the event of loss of income, in line with the charity's Reserves Policy.

The Redundancy Provision is to safeguard the necessary funds to cover statutory payments to current staff in the event that the charity was unable to continue operating.

The Fixed Asset Reserve provides for future depreciation on the charity's tangible assets.

[9] Payments to trustees and related party transactions

No trustees received remuneration during the year.

There were no expenses payments to trustees during the year (2024 nil).

There were no other related party transactions during the year.

[10] <u>Staff costs</u>	2025	2024
	£	£
Salaries	87,890	78,033
Employer's National Insurance	637	-
Employer's pension	1,318	1,194
	89,845	79,227

The average number of employees during the year was 5 (2024 3), and the full time equivalent 2.5 (2024 1.5).

No employee earned over £60,000 per annum during the year.

The key management personnel of the charity during the year comprised the trustees and the Director, Katy Taylor.

The total employee benefits paid to the key management personnel during the year was £33,920 (2024 £28,000), this being the salary and employer pension of the Director.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2025

[11] Previous year in detail

<u>Statement of financial activities</u>	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Income:			
Donations	14,296	-	14,296
Charitable activities	27,378	115,566	142,944
Total Income	41,674	115,566	157,240
Expenditure:			
Charitable activities	26,168	108,276	134,445
Total Expenditure	26,168	108,276	134,445
Net Income / (Expenditure)	15,505	7,290	22,795
Transfers between funds	-	-	-
Net Movement in Funds	15,505	7,290	22,795
Total funds brought forward	21,216	31,931	53,147
Total funds carried forward	36,721	39,221	75,942

<u>Movements in funds 2023-24</u>	Balance at 31/03/2023	Income	Expenditure	Transfers between	Balance at 31/03/2024
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	61,596	(50,985)	-	10,611
Internships	-	1,459	(1,459)	-	-
People's Health Trust	2,790	8,000	(10,790)	-	-
Quartet capacity building	12,315	-	(12,315)	-	-
International Women's Day	979	-	(979)	-	-
Quartet Community Hub	15,848	25,000	(18,825)	-	22,023
BCC Impact Fund small grant	-	2,459	(1,119)	-	1,340
BCC Community Resilience Fund	-	10,174	(10,174)	-	-
Rosa Fund	-	6,879	(1,631)	-	5,248
Total Restricted Funds:	31,931	115,566	(108,276)	-	39,221
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Contingency Reserve	13,000	-	-	10,000	23,000
Fixed asset reserve	528	-	-	4,817	5,345
Total Designated Funds:	13,528	-	-	14,817	28,345
<u>General Funds</u>	7,688	41,674	(26,168)	(14,817)	8,377
Total Unrestricted Funds:	21,216	41,674	(26,168)	-	36,721
Total Funds:	53,147	157,240	(134,445)	-	75,942

Title	BWV accounts 2024-25 - final
File name	BWV accounts 2024-25 - final.pdf
Document ID	661a5d52753e2c4c22ee6a56f02f5087f58c909f
Audit trail date format	DD / MM / YYYY
Status	● Signed

Document history

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BRISTOL WOMEN'S VOICE

England & Wales - Charity number 1170110

Accounts

**Bristol Women's Voice
Trustees Report and Financial Statements
for the year to 31st March 2024**

Charity number: 1170110

Bristol Women's Voice Trustees' Annual Report Year to 31st March 2024

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Reference and Administrative Information

Charity name:	Bristol Women's Voice
Charity registration number:	1170110
Registered Office:	St Pauls Learning Centre, 94 Grosvenor Road, Bristol BS2 8XJ

Trustees 2023-24

Carole Johnson (chair)
Bonny Chung (vice chair)
Elizabeth Watson (secretary)
Clare Meraz
Alice Clermont
Liz Potter
Emily Johnstone
Hannah Stapley-Parker
Sophie Peart (appointed 19th October 2023)
Shruthi Venkatachalam (appointed 9th October 2023)
Shoba Ram (appointed 9th October 2023)
Elahe Karimnia (appointed 10th September 2023)
Camilla Hall (resigned October 2023)

Structure, Governance and Management

The organisation is a Charitable Incorporated Organisation, incorporated on 10th November 2016 and registered as a charity on 10th November 2016. Its governing document is the Constitution dated 10th November 2016. Prior to this date, Bristol Women's Voice operated as an unincorporated association, which donated all of its funds to the new charity on its incorporation. During the year the Trustees delegated the day to day operation of the company to the Director, Katy Taylor.

Recruitment and Appointment of Trustees

All trustees are nominated by existing trustees, and elected by a simple majority vote at the AGM or other Trustees' Meetings. The Board of Trustees endeavours to be a diverse Board and will be looking for candidates who can bring perspectives to the leadership of the organisation that are currently under-represented.

Current Staff

Claire Charras – Communications Coordinator

Dahlia von Carolath – Community Organiser

Faith Barorot – Community Development Worker

Katy Taylor – Director

Willow Vidal-Hall – Young Women's Worker (freelance)

Other staff who worked for Bristol Women's Voice during 2023-2024

Eilidh Tannett – Community Hub Coordinator

Elisa Monje-Jelfs – Campaign and Policy Assistant

Helen Ince – Disabled Women Take Action Community Organiser

Francesca Battle – International Women's Day Coordinator

Troy Tanska – Volunteer and Training Coordinator

Objects and Activities

Charitable Objects

1. The promotion, for the public benefit, of the social inclusion of women in the Bristol area, who are socially and economically excluded on grounds of their gender;
2. The promotion of equality and diversity for the public benefit by e.g.
 - a. the elimination of discrimination on the grounds of gender (and where it impacts on women: race, age, disability, sexual orientation, religion or economic disadvantage);
 - b. The advancement of education and raising awareness;
 - c. The conducting or commissioning of other research on gender equality issues and the publishing the results to the public.
3. The prevention and relief of poverty through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these.

Public Benefit

The charity delivers public benefit to women and society in general by undertaking the following activities in furtherance of its objects, as stated in the constitution:

1. Providing a platform to ensure that, when key decisions are taken, women's voices have been listened to, and their ideas and concerns are shared and acted on;
2. Developing the capacity and skills of women in the Bristol area in such a way that

- they are better able to identify and access services and organisations, meet their needs, support each other, and to participate more fully in society;
3. Supporting women to decide the most important issues they are facing, and to influence public authorities on how they can best meet women's needs and promote gender equality;
 4. Undertaking research and consultation to identify the barriers that prevent gender equality and the social and economic exclusion of women in the Bristol area and to publish the findings;
 5. Organising events and activities that support women in the Bristol area to participate in public life, take part in decision-making, challenge discrimination and close gender gaps (e.g. in pay, education, access to services).

The Trustees are aware of the requirement of public benefit and seek to implement the Charity Commissioners' guidance on public benefit.

Achievements and Performance

It has been a full and fruitful year for Bristol Women's Voice. In the last couple of years, we focused a lot on development: spending time on refreshing, clarifying and unifying behind our refreshed values, mission, strategy, membership offer and direction.

In 2023-24, we were ready for action.

We developed the Value the Caring Economy Campaign Alliance which has achieved some notable successes; we delivered our most diverse International Women's Day event yet; we secured significant media attention with our efforts to raise the equalities challenges with the lack of public toilets; we continued to platform the voices of local Inspiring Women and we started our Young Women's Space for 18-30-year-olds in response to feedback. Thanks to the women at Quiet Moon, we refreshed our branding for a more dynamic and accessible feel.

Our training offer has expanded, and we have continued to raise marginalised women's voices in strategic forums, particularly working to make public transport safer for women and to support the understanding of poverty and the cost-of-living crisis as a highly gendered issue.

Value the Caring Economy Campaign

Women have consistently told us over the past few years through our members' survey, International Women's Day and members' event feedback, that the issue they most want us to take action on is women's economic inequality.

Food and fuel prices have continued to rise, the housing crisis continued unabated and needs relating to poverty and mental health are increasing. We know the cost-of-living crisis is gendered, and that women, in particular Black and minoritised and migrant women, are hit the hardest, and we considered how we might have an impact on women's poverty locally.

In response, we formed an alliance with nine other organisations to call for greater investment into the caring economy: childcare and early years education, adult social care, better pay and conditions for care workers and employment terms for everyone that allow enough flexibility for paid time to care, so that women aren't choosing between caring or working.

These asks are not new - our campaign pulls together many long-standing calls for investment and change from local adult and child care support agencies and builds directly on work by the Bristol Women's Commission locally and the Women's Budget Group nationally.

Collaborating with our partners: Bristol Black Carers, Bristol Women in Business, Bristol Women's Commission, Carers Support Centre, Chinese Community Wellbeing Society, Co-Produce Care, WECIL and Women's Budget Group, we have developed manifestos for change tailored towards Bristol City Council and the West of England Combined Authority, and towards employers. All our asks are specifically within their remit.

We were successful in securing a Rosa Grant towards some of the capital costs of campaigning and thanks to the generous donations and a match-funding campaign, we secured money for a short-term freelance Campaigns and Policy Assistant, which we offered to former volunteer Elisa Monje-Jelfs supporting her development into paid policy work.

Some of our key campaigning activities have been:

- Producing three manifestos aimed at Bristol City Council and West of England Combined Authority; employers more broadly and local MPs/national government.
- Producing a set of research briefings about why Investment in the Caring Economy is key for women's equality.
- Running a series of workshops with women in different communities, including BWV members, women from Sadaga Arabic-speaking women's group and Somali Kitchen, to create felt pouches, each with a personal message about why the caring economy is so important to them.
- On 9 January 2024 we attended the Full Bristol City Council meeting and gave each of the councillors present a pouch. We submitted questions to the open forum in advance and BWV staff and trustees, Caring Economy Alliance members and supporters read them out, so the agenda of the open session was focused entirely on the Caring Economy.
- Creating a petition that currently has more than 400 signatures and the location of signatories can be seen on a map on our website. Going into 2024-25, we still need more signatures to show politicians this is an agenda that matters.
- Facilitating a caring economy meeting for carers, bringing carers together to reflect on their experience of caring and what this has meant for them in their lives.
- Painting a long graffiti wall at Gatton Street, otherwise known as the M32 Wall, with our slogan: Who cares? We care. Value care! Invest in the caring economy. We were lucky with the weather and across a sunny weekend we also invited members of the public and local politicians to add their handprints to the wall in show of solidarity with the campaign.
- Engaging the West of England Combined Authority who have committed to looking at childcare as infrastructure.
- On 12 March 2024 a Golden Motion proposed by the Labour Party and amended by the Green Party to include all our manifesto asks on the Caring Economy was resolved by full council.

Work after the election will include working with newly elected councillors, supporting them to uphold the council's commitment.

Women's Community Hub

This year, we continued developing our women's virtual community hub, which serves as a vital resource offering information, networking opportunities, capacity building and

activities for women, services and organisations and Welcoming Spaces across the city.

Between November 2022 - October 2023, we secured funding for a Community Hub Coordinator. In this role Eilidh Tannett laid the groundwork for Bristol Women's Voice as a central hub for advice and guidance for community venues on gender inclusion and the provision of accessible information about services for women, ensuring women have access to essential support throughout Bristol.

We secured continuation funding to maintain and extend the role and Faith Barorot joined the team as a Community Development Worker in February 2024. Faith embedded quickly and has taken up her role to further enhance the inclusivity and accessibility of Bristol Women's Voice's community hub work, ensuring we are engaging women from diverse communities across Bristol.

In February 2023, we started an Inspiring Women Talk series in underfunded areas in Bristol to bring women together in hard times to hear positive, inspiring, and connecting stories from other local women.

These monthly events have been highly successful so far; we have hosted 18 talks and engaged more than 125 women.

In 2023-24, 47% of speakers were from Black and minoritised backgrounds; they have included community champions, academics, artists and activists and have spoken in varied community centres and venues including Hillfields, Easton, Bishopsworth, Barton Hill, Lockleaze and St Pauls.

The feedback has been overwhelmingly positive, with attendees using words such as 'inspired', 'informed', 'enthusiastic' and 'empowered' to describe their feeling after the sessions.

In addition, the events have fostered connections between communities in Bristol. For instance, in one of the talks focused on Latin America, delivered by Latinos in Bristol CIC, attendees gained deeper insights into the Latin American context with one participant saying they "felt more connected to Latinos in Bristol" after the session.

Young Women's Forum

Work to establish a Young Women's Forum which started with Eilidh, our Community Hub Coordinator, has continued to develop with Willow Vidal-Hall, our new Young Women's Worker.

The forum is designed for women aged 18-30 and was formed following our 2023 International Women's Day event where young women told us they wanted a space for them. The purpose is to bring young women into connection, to form a regular group to talk about issues relevant to them, and identify the barriers that hold them back in life to explore what action could be taken.

Although slow, there is increasing momentum and enthusiasm for this forum, and we have some committed regulars. Activities we have run this year include:

- Speak up! Public Speaking Workshop
- Write it up! Writing workshop
- Feminist Leadership
- Empower and Elevate: A Values Workshop

Broadcast-only WhatsApp Group

Our outreach efforts extend to digital platforms, including our WhatsApp Broadcast Group which promotes news, resources and events relevant to women in Bristol. The group has doubled in size over the past year, as we continue to advertise it in our newsletter and at all our events. The group has played a pivotal role in connecting women in the community to each other, as well as with third parties who are particularly dedicated to supporting them.

Bristol Women's Voice's Directory of Services for Women

We have established strong partnerships in the community including local government, charitable organisations, and allied corporate businesses, expanding our network of support for women in Bristol. Our online directory of services, consisting of over 150 support organisations and groups for women, has also seen increased usage.

Disabled Women Take Action

The Disabled Women Take Action (DWTA) team continued the work they started last year to raise awareness of the lack and impact of the lack of public toilets. As many women are acutely aware the lack of public toilets is a profoundly intersectional gendered issue: women need the toilet more frequently and spend longer in the toilet than men due to shorter urethras, clothing, caring, menstruating and sometimes safety. The lack of public accessible amenities means disabled and older women in particular, face a barrier to public space and the failure to reopen public toilets after the pandemic lockdowns has meant the lockdown continued for many, further reducing women's visibility.

International Women's Day 2024:

A small and dedicated team of volunteers formed the International Women's Day (IWD) steering group soon after our 2023 event and met monthly throughout the year and more frequently in the build up to co-create the program for International Women's Day 2024.

We contracted Francesca Battle to support us with Coordination and collectively we work to produce our most diverse program yet:

45% of our workshops were delivered by women from marginalised backgrounds;

38% of our panellists came from Black and minoritised communities.

We advertised the event more widely this year and a team of volunteers put up over 200 posters and dropped off programs in multiple venues across the city.

Mindful of it being an election year, we worked to get the balance between the more political sessions and those that were more focused on fun, well-being, crafts, movement or information - and of course, some sessions are all of the above. We planned two sessions on the Caring Economy and panel sessions covering women's health, women and the environment, women in tech, international feminist movements and women in business. Other activities included crafts, food, movement, well-being activities, talks, singing and more to inspire, engage and inform.

We had strong representation from women in sport this year, with an extensive programme of activities, stalls and talks for outside City Hall on College Green.

Unfortunately, when the day arrived we were shocked to discover three inches of snow on the ground - we had not included that on our risk assessment - and having read up on the day's weather forecast we decided to go ahead, but unfortunately to cancel the outside activities.

The snow melted in a heavy downpour that lasted nearly all day , but nevertheless, people

came. Just over 1,000 people attended and partook and City Hall felt busy from the start.

The day was only made possible by our amazing volunteer stewards: 38 women in total and another six formed a social media team to tweet and post Instagram stories throughout the day.

In total we benefited from 575 hours to make the event happen equating to ~£6,900 at the Living Wage.

Thanks also to Bristol City Council who provide us with use of City Hall each year for free.

Who attended?

Of the 89 who filled in the evaluation form:

- 29% were from Black and minoritised communities
- 20% identified as Disabled
- 23% from LGBTQ+
- 5% identified as non-binary
- 84% were women
- 13% were aged under 20; 19% were aged 20-30; 21% were aged 30-40; 20% were aged 40-50; 8% were aged 50-60; 18% were aged 60+.

How people felt about the day

- 97% of people rated the day good or excellent (4 or 5 out of 5)
- 100% of people said it increased somewhat (4) or increased a lot (5) their awareness of services, activities and opportunities in Bristol
- 78% said it made them somewhat or very much more aware of their rights
- 96% of people rated the accessibility of the event as good or very good

Volunteering

Each year Bristol Women's Voice benefits from volunteer and intern support. In 2023 we were fortunate to have Sophie Mercer-Smith join us in October for three months from University of West of England. Sophie provided worked as a Campaigns assistant and supported the development of our Craftivism approach to campaigning, producing presentations and helping to run pouch-making and crafting sessions at our Winter Members' Event.

Away from the campaign, volunteers have reported back from events, continuing to 10 review blogs that are published on our website and supported BWV at our community events.

Training

We have developed our training offer and delivered misogyny-awareness and anti-sexual harassment training to a more diverse cohort in 2023-24, including:

- Stand Against Racism and Inequality (SARI)
- Avon Fire and Rescue Services
- Salvation Army and the sexual violence pathway providers
- Bristol Drugs Project
- University of Bristol

We look forward to further partnership work with the Fire Service across 2024-25.

Collaborating, influencing and raising awareness

Instead of quarterly meetings for the women's, sector, this year we focused on coordinating quarterly meetings for sector organisations interested in sharing, supporting and holding each other accountable for progressing work on accessibility and inclusivity. We engaged Changing Futures to independently facilitate and support these meetings, and each had a different focus. We will be continuing this focus by setting up quarterly 'Lunch and Learn' sessions open to all.

We also held our first Sharing Practice event in the autumn which included volunteers and staff from six organisations coming together as experts and learners. Sessions delivered included: Trauma-informed Practice, Crafting for Change and Feminist Leadership.

The event received very positive feedback and we hope to run these sessions on an annual basis going forward, subject to securing funding.

Bristol Women's Voice is also represented in the following groups:

- Women's Independent Advisory Group (police). Our director stepped away from co-chairing this due to capacity but remains in the group.
- One City Transport Board
- Public Transport Safety and Equalities Group
- Night-time Economy Advisory Board
- Women's Economic Taskgroup - Bristol Women's Commission
- Bristol Women's Commission
- Community Exchange
- Cost of Living Coordination Group
- Anti-Poverty Strategy Working Group

We submitted a successful joint Community Resilience Fund application with the Refugee Women of Bristol (RWoB) securing both RWoB and BWV new laptops. With the funding, BWV also added a Recite Me function to our website to improve access for speakers of other languages and neurodivergent people.

Bristol Women's Voice Members

Members and supporters

Our membership is free and open to all women who live, work, volunteer or study in Bristol and who agree with our mission, vision and values.

Benefits of being a member include:

1. Receiving our monthly newsletter, updating you on our work and upcoming opportunities.
2. Being a voice in Bristol's feminist sisterhood and connecting with like-minded women at our members' events and AGM from all backgrounds, ages and communities.
3. Opportunities to volunteer and get involved with organising our International Women's Day celebration (around 8 March) or joining our board of trustees.
4. Opportunities to campaign with us on issues that matter to women in the city, to help influence local politics and make women's equality a reality in Bristol.
5. Hearing about local jobs and events through our WhatsApp broadcasting group.
6. Supporting and influencing the organisation's strategy.

Members events

In 2023-24 we ran two members events. The summer one focused on women's health and we had a fantastic turn out to hear our panel of health experts.

The winter event was also held at St Paul's as a social with crafting and a women's open mic. We were delighted by the energy of attending members, many of whom surprised us with rousing renditions of women's protest songs. Both events were held at St Paul's Learning Centre, where we took an office in July.

At our Annual General Meeting (AGM) we launched our caring economy campaign and invited women to get involved with painting letters to contribute to a whole slogan, while they ate and socialised.

We also held a women-only hustings with the Police and Crime Commissioner candidates in April, ahead of the local elections. This was a lively event which provided the opportunity for women to put their questions directly to the candidates on issues they felt significant and important in relation to women's safety. These events are a key part of our work to facilitate the connection between women across communities and decision makers.

Growth and engagement

In the last year, we have seen the number of overall subscribers to the newsletter has slightly decreased but we have seen an increase in full membership sign-ups (+36%) which would suggest that women in Bristol feel more compelled to join the charity as full members. We currently have 1,872 full members and a further 2,275 newsletter subscribers.

Our newsletter open rate remains high - 35.1% (2024) compared to 34.8% (2023) - with an average open rate 36% over the last 12 months.

This year's annual survey confirmed that our membership is diverse in some respects but not in others:

- 13% of members are women of colour; 6% preferred not to say; 81% white British or white European.
- 20% are disabled; 9% prefer not to say.
- 13% are lesbian/gay/bisexual; 12% prefer not to say.
- 35% have caring responsibilities.
- 40% struggle with basic finances some or all of the time.
- 60% said money holds them back from every day social activities, e.g. cinema, sports classes.

Disappointingly, these figures have not demonstrated any improved accessibility since last year, although as stated above, the demographics of those attending our events are indicative of more diverse engagement.

In the last year, we sought to be more accessible to younger and Black and minoritised women as we have seen the results of this at our events.

Social media

The engagement on social media has been steady, with LinkedIn seeing the biggest increase in new followers and engagement with content.

While engagement on certain posts on Facebook and Instagram can be less than expected, users continue to refer to it (as seen in the profile visits) to check what is happening even if they are not directly engaging with the post.

New branding

After many months of hard work by the dedicated team at Quiet Moon Consultancy, led by our trustee Hannah Stapley-Parker, we were delighted to unveil our brand refresh in November 2023. Our new logo has been splashed across all our communications and visuals, bringing a modern and accessible look to the charity.

Quiet Moon not only supported us with the branding and visuals, but also gave us a revised and refocused communications and marketing strategy to work with.

Press coverage

We've had over 16 mentions in the local media (online, press, radio, tv) including on the Disabled Women Take Action urging for greater access to toilet in Bristol, the launch of our Value the Caring Economy campaign, International Women's Day and painting the wall in April 2024.

Looking forward

Going into 2024-25, we will continue to campaign with our partners for greater investment in the caring economy.

Financial Review

2023/2024 marks the sixth full financial year that Bristol Women's Voice has operated as a CIO and it has been another year of growth, with the accounts showing a surplus on unrestricted funds. Budgets for expenditure are determined by the income available: when funds for particular activities run out, the activities cease and staffing levels are reduced accordingly. The Director reports regularly to the Board on the status of funding, enabling the trustees to take action when necessary. Therefore the Trustees are satisfied that the charity remains a going concern on an ongoing basis.

Where our money comes from:

Pre-existing funding:

Our main source of income to support our core work is the grant funding received from Bristol City Council's Impact Fund 2. This was awarded in October 2021.

We received a two-year grant from Quartet to support core costs including: the Volunteer and Training Coordinator role and part of the Director post. This came to an end in December 2023.

We received a 12-month grant from the Quartet to fund our Community Hub work; this came to an end in October 2023.

We have a two-year grant from the People's Health Trust to fund our Disabled Women Take Action Project: this came to an end in November 2023.

New funding:

We received an 18-month grant from the People's Postcode Lottery in October 2023. This is unrestricted funding and will be carried through to next year contributing to core costs.

We received a two-year grant from Quartet to continue our Community Hub Work and this started in October 2023.

We received an 18-month grant to fund a young women's worker one day a week.

We received funding from Rosa towards our campaign work.

We ran a Big Give match funding campaign and were pleased to raise almost £5,000 this way through the generous donations of our supporters.

We received sponsorship for International Women's Day from Hartnell Taylor Cook and Stride Treglown.

We would like to thank our regular donors and those who made one-off donations at International Women's Day or other points throughout the year. Your support is vital and very much appreciated.

We thank Bristol City Council for their donation in kind of Bristol City Hall, secured via Bristol Women's Commission, for International Women's Day event.

Reserves Policy

The trustees have established a policy whereby the unrestricted funds should be at least three months of core running costs, which equates to around £23,000. At the balance sheet date, free reserves amounted to £36,721 (2023 £21,216), of which £23,000 has been set aside as a Contingency Reserve as per the Reserves Policy. A Redundancy Provision fund exists to ensure that the potential redundancy liability for existing staff is provided for, but as the balance sheet date no such provision was necessary (2023 nil); this will be revised on an annual basis.

Statement of Responsibilities of the Trustees

Trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable 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 presume that the charity will continue in operation.

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

The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees confirm that to the best of their knowledge there is no information relevant to the Independent Examination of which the Examiner is unaware.

The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant financial information and that this information has been communicated to the Examiner.

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 11th July 2024 and signed on their behalf by:



..... Carole Johnson, Chair.



..... Clare Meraz

Independent examiner's report to the trustees of Bristol Women's Voice

I report on the accounts of the Charitable Incorporated Organisation for the year to 31st March 2024 which are set out on pages 15 to 22.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



12th July 2024

Rupert Taylor
5 Mount Pleasant, Millbrook, Torpoint, Cornwall PL10 1BH

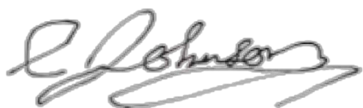
Bristol Women's Voice
Statement of Financial Activities
(incorporating Income & Expenditure Account)
Year to 31st March 2024

		Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023 [see Note 11]
	Notes	£	£	£	£
Income:					
Donations	[2]	14,296	-	14,296	2,131
Charitable activities	[3]	27,378	115,566	142,944	122,566
Total Income		41,674	115,566	157,240	124,697
Expenditure:					
Charitable activities	[4]	26,168	108,276	134,445	117,507
Total Expenditure		26,168	108,276	134,445	117,507
Net Income / (Expenditure)		15,505	7,290	22,795	7,190
Transfers between funds	[8]	-	-	-	-
Net Movement in Funds		15,505	7,290	22,795	7,190
Total funds brought forward		21,216	31,931	53,147	45,957
Total funds carried forward		36,721	39,221	75,942	53,147

Bristol Women's Voice
Balance Sheet
As at 31st March 2024

	Notes	2024 £	2023 £
Fixed Assets	[5]	5,345	528
Current Assets			
Debtors and prepayments	[6]	2,505	2,500
Cash at bank and on hand		72,743	54,610
Stock for resale		680	-
		75,928	57,110
Current Liabilities			
Creditors and accruals	[7]	5,330	4,492
		70,598	52,619
Net Current Assets			
Net Assets		75,942	53,147
The funds of the charity:			
Unrestricted funds:			
General funds	[8]	8,377	7,688
Designated funds	[8]	28,345	13,528
Restricted funds:		39,221	31,931
		75,942	53,147

Approved by the trustees on 11th July 2024 and signed on their behalf by:



.....
Carole Johnson
Chair



.....
Clare Meraz
Trustee

Bristol Women's Voice

Notes to the Accounts

Year to 31st March 2024

[1] Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Basis of preparation

The financial statements have been prepared in accordance with the 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 2015), as amended by Update Bulletin 1 issued on 2nd February 2016, and the Charities Act 2011.

Bristol Women's Voice 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).

(b) Preparation of the accounts on a going concern basis

The trustees are satisfied that the charity is a going concern on an ongoing basis. Details of how this is ensured are given in the Financial Review on Page 9.

(c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of activities is deferred until the criteria for income recognition have been met (see Note 7).

(d) Donated services and facilities

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. The total value of such donations during the year was £5,000 (2023 nil). In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

(e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

(f) Fund Accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii] Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. As the charity is not registered for VAT, all VAT on expenditure is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

[i] Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. There were no such costs during the year in question.

[ii] 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.

[iii] Other expenditure represents those items not falling into any other heading. There were no such costs during the year in question.

(h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2024

(i) Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

(j) Fixed Assets

Tangible fixed assets are written off over the expected useful life of the asset, at 33% per annum on the straight line method. Individual items costing less than £500 are not treated as fixed assets.

(k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(l) 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 account.

(m) Creditors

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
[2] <u>Income from donations</u>						
General donations	6,566	-	6,566	1,831	300	2,131
Corporate donations	2,730	-	2,730	-	-	-
Gifts in kind	5,000	-	5,000	-	-	-
	<u>14,296</u>	<u>-</u>	<u>14,296</u>	<u>1,831</u>	<u>300</u>	<u>2,131</u>

Gifts in kind income represents the free use of accommodation at City Hall provided by Bristol City Council for the International Women's Day celebrations.

	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
[3] <u>Income from charitable activities</u>						
Grants:						
Bristol City Council Impact Fund	-	61,596	61,596	-	45,106	45,106
Community Resilience Fund	-	10,174	10,174	-	-	-
Quartet	-	25,000	25,000	-	44,800	44,800
Internships	-	1,459	1,459	-	1,260	1,260
People's Health Trust	-	8,000	8,000	-	10,000	10,000
National Lottery Awards for all	-	-	-	-	10,000	10,000
Bristol City Council small grant	-	2,459	2,459	-	-	-
People's Postcode Lottery	22,000	-	22,000	-	-	-
Rosa Foundation	-	6,879	6,879	-	-	-
Other grants	-	-	-	6,900	3,000	9,900
Total grants	<u>22,000</u>	<u>115,566</u>	<u>137,566</u>	<u>6,900</u>	<u>114,166</u>	<u>121,066</u>
Fees income	5,275	-	5,275	1,500	-	1,500
Sales of merchandise	103	-	103	-	-	-
Total income from charitable activities	<u>27,378</u>	<u>115,566</u>	<u>142,944</u>	<u>8,400</u>	<u>114,166</u>	<u>122,566</u>

The charity received government grants totalling £75,687 during the year (2023 £48,306). These were from Bristol City Council to support charitable activities, and from the University of Bristol to fund an internship. There are no unfulfilled conditions or contingencies attaching to these grants in 2023-24.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2024

[4] Analysis of expenditure on charitable activities

	Total 2024	Total 2023
	£	£
<u>Direct costs:</u>		
Salaries including pension & NI	64,900	61,903
User engagement and access costs	1,051	464
Activity costs	22,694	17,185
Printing & publicity	2,061	1,803
Volunteers' expenses	1,004	1,673
Costs of merchandise	130	-
	91,840	83,028
<u>Support costs:</u>		
Salaries including pension & NI	14,327	14,308
Payroll service	476	447
Staff travel	596	1,606
Recruitment	236	189
Staff accessibility costs	2,733	3,388
Staff training	359	497
Stationery and postage	516	49
Telephone	217	480
Insurance	663	645
Rent, rates, heat & light	6,048	3,156
Website & IT costs	10,495	4,229
Legal and professional fees	-	1,315
Memberships and subscriptions	1,719	1,501
Accountancy	656	312
Fee for independent examination	294	252
Bank charges	69	24
Depreciation	3,200	2,080
Sundry expenses	-	2
Total Support Costs	42,604	34,480
Total Expenditure	134,445	117,507

Support costs have not been apportioned as the charity only undertook one kind of activity during the year.

	2024	2023
[5] <u>Tangible Fixed Assets</u>	Equipment	Equipment
<u>Cost</u>	£	£
Opening balance	6,240	6,240
Additions during the year	8,017	-
	14,257	6,240
<u>Depreciation</u>		
Opening balance	5,712	3,632
Charge for the year	3,200	2,080
	8,912	5,712
Net Book Value at 31/03/24:	5,345	528

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2024

[6] <u>Debtors and prepayments</u>	2024	2023
	£	£
Sundry debtors	2,267	2,500
Prepayments	237	-
	2,505	2,500

[7] <u>Creditors</u>	2024	2023
	£	£
Amounts due within 12 months:		
Trade creditors	2,497	490
Accruals	782	420
PAYE and National Insurance	723	2,112
Other creditors	1,328	1,470
	5,330	4,492

[8] <u>Movements in funds</u> <i>[for previous year, see Note 11]</i>	Balance at 31/03/2023	Income	Expenditure	Transfers between funds	Balance at 31/03/2024
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	61,596	(50,985)	-	10,611
Internships	-	1,459	(1,459)	-	-
People's Health Trust	2,790	8,000	(10,790)	-	-
Quartet capacity building	12,315	-	(12,315)	-	-
International Women's Day	979	-	(979)	-	-
Quartet Community Hub	15,848	25,000	(18,825)	-	22,023
BCC Impact Fund small grant	-	2,459	(1,119)	-	1,340
BCC Community Resilience Fund	-	10,174	(10,174)	-	-
Rosa Fund	-	6,879	(1,631)	-	5,248
Total Restricted Funds:	31,931	115,566	(108,276)	-	39,221
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Contingency Reserve	13,000	-	-	10,000	23,000
Fixed asset reserve	528	-	-	4,817	5,345
Total Designated Funds:	13,528	-	-	14,817	28,345
<u>General Funds</u>	7,688	41,674	(26,168)	(14,817)	8,377
Total Unrestricted Funds:	21,216	41,674	(26,168)	-	36,721
Total Funds:	53,147	157,240	(134,445)	-	75,942

Purposes of funds:

The Bristol CC Impact Fund supports the charity's work promoting the social inclusion of women.

The internships funding covered the salary of an intern.

The People's Health Trust grant funds the Disabled Women Take Action project to build a community of disabled women to influence practical and policy changes across Bristol.

The Quartet capacity building grant funds capacity and volunteering support for Bristol's women's sector.

The International Women's Day fund supports activities and celebrations of International Women's Day.

The Quartet Community Hub fund supports a virtual hub for women and workers that support women.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2024

[8] Movements in funds (continued)

The BCC Impact Fund small grant funds a programme to help local groups organise and build strong organisations.

The Rosa Fund grant supports the charity's Caring Economy campaign to lobby government bodies to value and support carers and their contribution to society and the economy.

The Contingency Fund is to provide for running costs in the event of loss of income, in line with the charity's Reserves Policy.

The Fixed Asset Reserve provides for future depreciation on the charity's tangible assets.

[9] Payments to trustees and related party transactions

No trustees received remuneration during the year.

There were no expenses payments to trustees during the year (2023 nil).

There were no other related party transactions during the year.

[10] <u>Staff costs</u>	2024	2023
	£	£
Salaries	78,033	75,094
Employer's pension	1,194	1,117
	79,227	76,210

The average number of employees during the year was 3 (2023 5), and the full time equivalent 1.5 (2023 2.5).

No employee earned over £60,000 per annum during the year.

The key management personnel of the charity during the year comprised the trustees and the Director, Katy Taylor.

The total employee benefits paid to the key management personnel during the year was £28,000 (2023 £28,615), this being the salary and employer pension of the Director.

[11] Previous year in detail

<u>Statement of financial activities</u>		Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
	Notes			
Income:				
Donations	[2]	1,831	300	2,131
Charitable activities	[3]	8,400	114,166	122,566
Total Income		10,231	114,466	124,697
Expenditure:				
Charitable activities	[4]	9,337	108,170	117,507
Total Expenditure		9,337	108,170	117,507
Net Income / (Expenditure)		893	6,296	7,190
Transfers between funds	[8]	(958)	958	-
Net Movement in Funds		(64)	7,254	7,190
Total funds brought forward		21,280	24,677	45,957
Total funds carried forward		21,216	31,931	53,147

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2024

[11] Previous year in detail (continued)

<u>Movements in funds 2022-23</u>	Balance at 31/03/2022	Income	Expenditure	Transfers between funds	Balance at 31/03/2023
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	45,106	(46,028)	922	-
Internships	-	1,260	(1,296)	36	-
People's Health Trust	11,080	10,000	(18,291)	-	2,790
Quartet capacity building	13,597	20,000	(21,282)	-	12,315
International Women's Day	-	13,300	(12,321)	-	979
Quartet Community Hub	-	24,800	(8,952)	-	15,848
Total Restricted Funds:	24,677	114,466	(108,170)	958	31,931
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Contingency Reserve	13,000	-	-	-	13,000
Fixed asset reserve	2,608	-	-	(2,080)	528
Total Designated Funds:	15,608	-	-	(2,080)	13,528
<u>General Funds</u>	<u>5,672</u>	<u>10,231</u>	<u>(9,337)</u>	<u>1,122</u>	<u>7,688</u>
Total Unrestricted Funds:	21,280	10,231	(9,337)	(958)	21,216
Total Funds:	45,957	124,697	(117,507)	-	53,147

BRISTOL WOMEN'S VOICE

England & Wales - Charity number 1170110

Accounts

**Bristol Women's Voice
Trustees Report and Financial Statements
for the year to 31st March 2023**

Charity number: 1170110

Bristol Women's Voice Trustees' Annual Report Year to 31st March 2023

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Reference and Administrative Information

Charity name:	Bristol Women's Voice
Charity registration number:	1170110
Registered Office:	The Vassall Centre, Gill Avenue Bristol BS16 2QQ

Trustees 2022-23

Carole Johnson (co-chair)
Clare Meraz (co-chair)
Bonny Chung (vice chair)
Camilla Hall (treasurer) (appointed 1st November 2022)
Alice Clermont
Liz Potter
Emily Johnstone (appointed 11th October 2022)
Elizabeth Watson (appointed 11th October 2022)
Hannah Stapley-Parker (appointed 11th October 2022)
Stephanie Poyntz (resigned 11th January 2023)
Ifeoma Fox (resigned 24th June 2022)
Nicki Norman (resigned 27th April 2022)
Sophie Shirt (resigned 11th October 2022)
Candi Williams (resigned 3rd August 2022)
Fran Inman (resigned 12th September 2022)

Structure, Governance and Management

The organisation is a Charitable Incorporated Organisation, incorporated on 10th November 2016 and registered as a charity on 10th November 2016. Its governing document is the Constitution dated 10th November 2016. Prior to this date, Bristol Women's Voice operated as an unincorporated association, which donated all of its funds to the new charity on its incorporation. During the year the Trustees delegated the day to day operation of the company to the Director, Katy Taylor.

Recruitment and Appointment of Trustees

All trustees are nominated by existing trustees, and elected by a simple majority vote at the AGM or other Trustees' Meetings. The Board of Trustees endeavours to be a diverse Board and will be looking for candidates who can bring perspectives to the leadership of the organisation that are currently under-represented.

Objects and Activities

Charitable Objects

1. The promotion, for the public benefit, of the social inclusion of women in the Bristol area, who are socially and economically excluded on grounds of their gender;
2. The promotion of equality and diversity for the public benefit by e.g.
 - a. the elimination of discrimination on the grounds of gender (and where it impacts on women: race, age, disability, sexual orientation, religion or economic disadvantage);
 - b. The advancement of education and raising awareness;
 - c. The conducting or commissioning of other research on gender equality issues and the publishing the results to the public.
3. The prevention and relief of poverty through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these.

Public Benefit

The charity delivers public benefit to women and society in general by undertaking the following activities in furtherance of its objects, as stated in the constitution:

1. Providing a platform to ensure that, when key decisions are taken, women's voices have been listened to, and their ideas and concerns are shared and acted on;
2. Developing the capacity and skills of women in the Bristol area in such a way that they are better able to identify and access services and organisations, meet their needs, support each other, and to participate more fully in society;
3. Supporting women to decide the most important issues they are facing, and to influence public authorities on how they can best meet women's needs and promote gender equality;
4. Undertaking research and consultation to identify the barriers that prevent gender equality and the social and economic exclusion of women in the Bristol area and to publish the findings;
5. Organising events and activities that support women in the Bristol area to participate in public life, take part in decision- making, challenge discrimination and close gender gaps (e.g. in pay, education, access to services).

The Trustees are aware of the requirement of public benefit and seek to implement the Charity Commissioners' guidance on public benefit.

Achievements and Performance

2022-23 was a year of embedding new staff and new projects and, through this, deepening our relationship with women in the community. It's been a tough year for most of us because the rising prices hit the poorest communities the hardest.

Organising

The cost-of-living crisis was already tangible in many neighbourhoods and communities we were working in during March 2022. During our regular meetings with decision makers and the mayor's conversations with community workers, we frequently shared the stories women were telling us about their hardships. These conversations formed the seed from which the One City Cost-of-Living Response grew.

Women approached us with stories about employers' exploitative practices, especially in the caring and cleaning industry. And so we started surveys, met with unions, organised care providers' 'Know Your Rights' workshops, and held in-depth conversations with women to find out what change they needed and what campaigns could be developed to create safer and more dignified working environments for them. After much consideration, we decided to give our full support to the existing Ethical Care Charter, written by UNISON and signed by Bristol's Mayor Marvin Rees. We co-organised the Caring Economy event with Bristol Women's Commission, who produced a manifesto to initiate the change we need to see to make this a fairer and more liveable society where women's caring responsibilities are seen and supported.

Over the last 12 months, we have offered a variety of workshops hosted and facilitated by female artists, speakers, practitioners and us, such as 'Reclaim your Power', 'Welcoming our Daughters into their Menstruation Cycle', 'Let's Talk about Women at Work', and 'Be Magnificent' - a confidence building and group facilitation skills workshop. We have also been creating peer-to-peer spaces such as 'Talking about Menopause' and 'Art for Wellbeing' workshops.

We have had pop-up stalls in various city-wide locations including at the St Paul's Adventure Playground, where women decided the campaign they would be running to improve their situation would be called: 'Help. Just Help.'

We also worked in welcoming and community spaces offering pop-up events, such as weekly and monthly sessions in areas including Avonmouth, Fishponds, Hartcliffe, Horfield, Knowle, Lockleaze, Redcliffe, St Paul's, Wellspring Settlement and Withywood.

Collaboration is key in these hard times and we fostered relationships with many other organisations, community spaces, communities and women-led groups to be more effective for the benefit of all the women in Bristol.

The Cost-of-Living Crisis and the Women's Community Hub

This year, alongside many voluntary sector organisations in Bristol, we were part of on-going discussions with Bristol City Council about how best to respond to the cost-of-living crisis. We were also part of the conversation about developing Welcoming Spaces and Community Hubs to enable women to access the support they need across the winter. We successfully applied for Community Hub funding and Eilidh Tannett joined the team in November 2022. Her role is to support Welcoming Spaces across Bristol become more inclusive and accessible to women.

Eilidh quickly developed a comprehensive online directory of services, support networks and groups for women, and we shared this along with a Bristol Women's Voice Guide to Supporting Women's Access to more than 100 welcoming spaces. Eilidh supported the set-up of women-only welcoming space sessions and invested time in building a network of connections with partners in the community including local government, charitable organisations, and allied corporate businesses.

While all of this was intended to bolster the accessibility of services for women in the community, Eilidh added value to the Welcoming Spaces through holding an ongoing series of 'Inspiring Women Talks' in underfunded areas of Bristol. She also started and maintained a WhatsApp Broadcast Group which promotes news and events relating to local women. This has connected women in the community to each other, as well as with third-parties who are particularly dedicated to supporting them. You can join the WhatsApp group by messaging this number: 07796 433 663.

Disabled Women Take Action

We continued our Disabled Women's Take Action (DWTA) project, run in partnership with the West of England Centre for Independent Living (WECIL) throughout 2022-2023. Helen Ince, our Community Organiser, has worked with participants to raise awareness about the campaign to re-open public toilets which have remained closed since Covid 19 lockdowns. Toilets have been a key issue for the women we work with, and the lack of them creates a particular barrier for disabled women having equal access to public spaces.

The DWTA project therefore worked hard to secure signatures for the Acorn petition calling for toilet provision to be reviewed and for closed toilets to be re-opened, and participants secured support in lobbying the Mayor's Office after speaking at the Women's Commission and the Disability Commission.

In addition, DWTA participants have been working with a volunteer videographer to create a short film that raises awareness of Bristol's Community Toilet Scheme, which ensures that the public has access to toilet facilities during normal opening hours without needing to make a purchase. The film hopes to encourage more venues to sign-up and to educate staff about why this is so important.

DWTA has also co-founded the Public Toilets Equalities Task Group, involving more than 20 organisations. These organisations all support people who are most in need of public toilet provision: such as older people, disabled people, people with long-term health conditions, women, children and homeless people.

Inclusive Counselling

Some DWTA members discovered that they shared similar difficult experiences regarding accessing adequate counselling and psychotherapy. Some women found that their impairment became over-focused on at these sessions, that their access needs weren't met at the counselling sessions, and/or that the language used didn't fit the Social Model of Disability.

Therefore, the women decided that DWTA needed to influence the counselling process at an early stage. So we approached the University of the West of England to offer a session with a group of counselling and psychotherapy students. In the session, we spoke with students about ours and their experiences and about the Social Model of Disability. We heard that, in practice, they were worried to touch on the subject of disability with people they counselled in case they caused offence or made people feel uncomfortable, which

reflects wider societal attitudes towards disability. By the end of the session, the students said they felt much more comfortable talking about disability.

Volunteering

In the first part of 2022-2023, Bristol Women's Voice's Volunteer and Training Coordinator, Troy Tanska, developed new systems to support more than 40 women who registered to volunteer with Bristol Women's Voice. Between them, volunteers have contributed more than 200 hours as media bloggers and reviewers, strategic researchers, grassroots supporters, mentors and more. We delivered six volunteer induction sessions across the year.

International Women's Day

Volunteers were key to the production of our biggest and best International Women's Day (IWD) celebration yet. We held this on 11 March 2023 inside City Hall and outside on College Green. The event brought together around 2,000 people taking part in an expanded programme of performance, activities, discussions, panel debates, creative activities and workshops.

- 21% of attendees identified as lesbian or bisexual
- 13% described themselves as disabled
- 30% were from Black and minority communities

Following the daytime activities, we held our first ever IWD evening event, which brought together a stellar line-up of women performers who gathered in the Wiper and Tru Brewery Tap Room.

The whole day-long event was headed up by an incredible team of volunteer women, who had worked all year to deliver a high quality, exciting, stimulating and creative day welcoming all. Joining were 188 fantastic volunteer performers, contributors, and stewards working for a total of 1,700 hours (equivalent to £18K minimum wage) to make IWD23 happen.

Feedback from women was heart-warming: the event was rated highly by nearly all, resulting in a 4-4.5 out of 5 score across the board in terms of inclusivity and accessibility, organisation and quality.

Comments included:

- "Such a joy."
- "So nice to see women being themselves from all around the world."
- "Really quite amazing community."
- "I loved it. Massive well done to everyone. Just brilliant."
- "Not the stereotypical women you see on TV."
- "I would love to see more of this every year."

Internships

We loved having hardworking and bright International Relations graduate Olivia Barter with us for the summer. She brought fresh perspectives to the team and supported us with strategic research and admin support, as well as contributing features and blogs for the website. Thanks to University of Bristol for the placement.

We also hosted Elisa Montje-Jelfs, who graduated in International Relations in 2022. She started volunteering with Bristol Women's Voice following an informal chat about gender politics and the benefits of volunteering. Initially helping to organise workshops and talks,

Elisa quickly realised her research skills and strategic knowledge could be useful and stepped up to help Bristol Women's Voice's Director, Katy Taylor. Now working part-time in London, Elisa remains in touch and would be happy to volunteer again.

Training

Bristol Women's Voice delivered 'Feminist Governance Training' to an audience from five different trustee boards in women's sector. We also delivered 'Your Work through a Feminist Lens' and 'Anti-Sexual Harassment' training to private and voluntary sector organisations. In addition, we supported the development of new 'Anti-Sexual Harassment' training tools for use in night-time economy venues. We will be setting up further 'Feminist Leadership and Activism' training sessions in the coming year.

Collaborating, influencing and raising awareness

Bristol Women's Voice continued to provide a coordinating and supportive role for the women's sector across 2022-2023 through facilitating quarterly meetings and shared resources where possible.

We coordinated the submission of a joint bid across six women-led groups for £500,000 but were unfortunately unsuccessful. However, we supported two small organisations to access smaller funding, and we provided training to community mentors in Sadaga Arabic Speaking Women's Group to support the development of their project. We have shared a Menopause and Menstruation Policy template, and provided ad hoc advice and support to help build women's groups' capacity.

We continue to work with our partners to support the increase in women's safety on public transport and in public spaces. We are doing this through raising women's concerns in meetings with transport providers, the police and other relevant bodies. Bristol Women's Voice is also represented in the following groups:

- Women's Independent Advisory Group (police) – Co-Chair
- One City Transport Board
- Public Transport Safety and Equalities Group
- Violence Against Women and Girls Public Transport
- Night-time Economy Advisory Board
- Womens' Safety Taskgroup – Bristol Women's Commission
- Women's Economic Taskgroup – Bristol Women's Commission
- Bristol Women's Commission
- Community Exchange

Bristol Women's Voice Members

Our membership is free and open to anyone who identifies as a woman, lives / works / studies in Bristol, and agrees with our mission, vision and values. Benefits of being a member include:

- Annual membership survey to inform our decisions about what areas of work we focus on.
- Invite to our AGM with a vote to confirm trustees in role.
- Invitation to bi-annual members' events focused on learning and discussion, such as: 'in conversation' talks, political question times, panel discussions on current or emerging issues that most impact women and women's equality.
- Priority access to workshops and training events where numbers are limited.

In 2022-2023, we have sought to be increasingly clear about, transparent with and accountable to our membership. We welcome all opportunities to get to know our members more and to encourage other women to join us.

We have made our newsletter more informative about what we are doing so that members can understand the variety of issues we are working on. Our newsletter goes to 4,185 recipients with a regular open rate of around 40%.

We ran our annual members' survey for the second time this year, to ask for your feedback on how you think we're doing and what you think the top priorities are for us to work on in the next year. We had a good increase in responses this year, with 162 members telling us what they thought. Of the 162 who replied, we have a fairly even split between those who had been members for more than five years and newer members, down to those who had joined within the previous year. Equalities data highlights that we need to do better to reach out to young women and Black and minoritised women.

Currently our members break down as follows:

- 20% identified as lesbian or bisexual
- 27% identified as disabled
- 13% identified as being from Black and minoritised backgrounds
- 27% regularly experienced economic hardship and a further 12% experienced it occasionally
- 42% stated that money held them back from regular activities and a further 20% said it did so occasionally.

We held a roundtable event at our International Women's Day event where we invited women to meet the team, hear about our work and engage in small group discussions to feedback to us on what they feel our priorities should be. This is a regular part of our International Women's Day event.

We focussed our well-attended Annual General Meeting, last held in October 2022, on women's safety. Somerset and Avon Rape and Sexual Abuse Services (SARSAS) CEO and BWV Director Katy Taylor, were in conversation with author Jane Meyrick to launch Jane's new book: '#MeToo for Women and Men: Understanding Power through Sexual Harassment'.

Bristol Women's Voice held our first members' only event of 2022-23 in November and this focussed on women's safety. Bristol Women's Voice chaired a women-only panel discussion where members could put their questions and opinions to leading women police officers, including Chief Constable Sarah Crew. Feedback indicated there was a lot of appetite for these events, and we also learnt how we can facilitate them more effectively and inclusively in future.

We will continue to provide events in these areas of focus, and to develop women's actions groups to raise awareness and campaign in these areas in 2023-2024.

During 2022-2023, our social media followers across all channels have changed as follows:

- 5,105 (up from 4,985) Facebook followers
- 4,933 (up from 4,827) Twitter followers
- 3,517 (up from 3,137) Instagram followers

Financial Review

The accounts for the year show a small deficit on unrestricted funds after covering shortfalls in a couple of restricted funds. Budgets for expenditure are determined by the income available: when funds for particular activities run out, the activities cease and staffing levels are reduced accordingly. The Director reports regularly to the Board on the status of funding, enabling the trustees to take action when necessary. Therefore the Trustees are satisfied that the charity remains a going concern on an ongoing basis.

Reserves Policy

The trustees have established a policy whereby the unrestricted funds should be at least three months of core running costs, which equates to around £13,000. At the balance sheet date, free reserves amounted to £21,216 (2022 £21,280), of which £13,000 has been set aside as a Contingency Reserve as per the Reserves Policy. A Redundancy Provision fund exists to ensure that the potential redundancy liability for existing staff is provided for, but as the balance sheet date no such provision was necessary (2021 nil); this will be revised on an annual basis.

Statement of Responsibilities of the Trustees

Trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable 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 presume that the charity will continue in operation.

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

The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees confirm that to the best of their knowledge there is no information relevant to the Independent Examination of which the Examiner is unaware.

The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant financial information and that this information has been communicated to the Examiner.

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 11th July 2023 and signed on their behalf by:



..... Carole Johnson, Co-chair.



..... Clare Meraz, Co-chair.

Independent examiner's report to the trustees of Bristol Women's Voice

I report on the accounts of the Charitable Incorporated Organisation for the year to 31st March 2023 which are set out on pages 12 to 19.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



17th July 2023

.....
Rupert Taylor
Easton Business Centre,
Felix Road
Bristol BS5 0HE

Bristol Women's Voice
Statement of Financial Activities
(incorporating Income & Expenditure Account)
Year to 31st March 2023

		Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
					[see Note 11]
	Notes	£	£	£	£
Income:					
Donations	[2]	1,831	300	2,131	13,929
Charitable activities	[3]	8,400	114,166	122,566	88,891
Total Income		10,231	114,466	124,697	102,820
Expenditure:					
Charitable activities	[4]	9,337	108,170	117,507	92,597
Total Expenditure		9,337	108,170	117,507	92,597
Net Income / (Expenditure)		893	6,296	7,190	10,224
Transfers between funds	[8]	(958)	958	-	-
Net Movement in Funds		(64)	7,254	7,190	10,224
Total funds brought forward		21,280	24,677	45,957	35,734
Total funds carried forward		21,216	31,931	53,147	45,957

Bristol Women's Voice
Balance Sheet
As at 31st March 2023

	Notes	2023 £	2022 £
Fixed Assets	[5]	528	2,608
Current Assets			
Debtors and prepayments	[6]	2,500	2,268
Cash at bank and on hand		54,610	58,893
		57,110	61,161
Current Liabilities			
Creditors and accruals	[7]	4,492	17,812
		52,619	43,349
Net Current Assets			
		53,147	45,957
Net Assets			
The funds of the charity:			
Unrestricted funds:			
General funds	[8]	7,688	5,672
Designated funds	[8]	13,528	15,608
Restricted funds:		31,931	24,677
		53,147	45,957

Approved by the trustees on 11th July 2023 and signed on their behalf by:



.....
 Carole Johnson
 Co-chair



.....
 Clare Meraz
 Co-chair

Bristol Women's Voice

Notes to the Accounts

Year to 31st March 2023

[1] Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Basis of preparation

The financial statements have been prepared in accordance with the 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 2015), as amended by Update Bulletin 1 issued on 2nd February 2016, and the Charities Act 2011. Bristol Women's Voice 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).

(b) Preparation of the accounts on a going concern basis

The trustees are satisfied that the charity is a going concern on an ongoing basis. Details of how this is ensured are given in the Financial Review on Page 9.

(c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of activities is deferred until the criteria for income recognition have been met (see Note 7).

(d) Donated services and facilities

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. There were no such donations during the year in question. In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

(e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

(f) Fund Accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii] Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. As the charity is not registered for VAT, all VAT on expenditure is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

[i] Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. There were no such costs during the year in question.

[ii] 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.

[iii] Other expenditure represents those items not falling into any other heading. There were no such costs during the year in question.

(h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2023

(i) Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

(j) Fixed Assets

Tangible fixed assets are written off over the expected useful life of the asset, at 33% per annum on the straight line method. Individual items costing less than £500 are not treated as fixed assets.

(k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(l) 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 account.

(m) Creditors

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

	2023	2023	2023	2022	2022	2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
[2] <u>Income from donations</u>						
General donations	1,831	300	2,131	13,929	-	13,929
	1,831	300	2,131	13,929	-	13,929
	2023	2023	2023	2022	2022	2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
[3] <u>Income from charitable activities</u>						
Grants:						
Bristol City Council Impact Fund	-	45,106	45,106	-	40,352	40,352
Quartet	-	44,800	44,800	-	20,000	20,000
Internships	-	1,260	1,260	-	1,260	1,260
People's Health Trust	-	10,000	10,000	-	22,000	22,000
DWP	-	-	-	5,079	-	5,079
National Lottery Awards for all	-	10,000	10,000	-	-	-
Other grants	6,900	3,000	9,900	-	-	-
Total grants	6,900	114,166	121,066	5,079	83,612	88,691
Fees income	1,500	-	1,500	200	-	200
Total income from charitable activities	8,400	114,166	122,566	5,279	83,612	88,891

The charity received government grants from Bristol City Council to support its activities. The total value of such grants in the year was £48,306 (2022 £45,293). There are no unfulfilled conditions or contingencies attaching to these grants in 2022-23.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2023

[4] Analysis of expenditure on charitable activities

	Total 2023	Total 2022
	£	£
<u>Direct costs:</u>		
Salaries including pension & NI	61,903	41,902
User engagement and access costs	464	924
Activity costs	17,185	21,752
Printing & publicity	1,803	815
Volunteers' expenses	1,673	416
Costs of merchandise	-	200
	83,028	66,009
<u>Support costs:</u>		
Salaries including pension & NI	14,308	8,102
Payroll service	447	350
Staff travel	1,606	1,066
Recruitment	189	255
Staff accessibility costs	3,388	4,352
Staff training	497	299
Stationery and postage	49	1,234
Telephone	480	578
Trustees' expenses	-	29
Insurance	645	639
Rent, rates, heat & light	3,156	1,591
Website & IT costs	4,229	3,454
Legal and professional fees	1,315	471
Memberships and subscriptions	1,501	1,240
Accountancy	312	480
Fee for independent examination	252	252
Bank charges	24	25
Depreciation	2,080	2,080
Sundry expenses	2	92
	34,480	26,588
Total Support Costs		
	117,507	92,597

Support costs have not been apportioned as the charity only undertook one kind of activity during the year.

	2023	2022
[5] <u>Tangible Fixed Assets</u>	Equipment	Equipment
<u>Cost</u>	£	£
Opening balance	6,240	4,656
Additions during the year	-	1,584
	6,240	6,240
<u>Depreciation</u>		
Opening balance	3,632	1,552
Charge for the year	2,080	2,080
	5,712	3,632
Net Book Value at 31/03/23:	528	2,608

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2023

[6]	<u>Debtors and prepayments</u>	2023	2022			
		£	£			
	Sundry debtors	2,500	2,268			
		2,500	2,268			
[7]	<u>Creditors</u>	2023	2022			
	Amounts due within 12 months:	£	£			
	Trade creditors	490	9,881			
	Accruals	420	708			
	PAYE and National Insurance	2,112	4,676			
	Other creditors	1,470	2,547			
		4,492	17,812			
[8]	<u>Movements in funds</u>	Balance at		Transfers	Balance at	
	<i>[for previous year, see Note 11]</i>	31/03/2022	Income	Expenditure	31/03/2023	
				between		
				funds		
	<u>Restricted Funds:</u>					
	Bristol City Council Impact Fund	-	45,106	(46,028)	922	-
	Internships	-	1,260	(1,296)	36	-
	People's Health Trust	11,080	10,000	(18,291)	-	2,790
	Quartet capacity building	13,597	20,000	(21,282)	-	12,315
	International Women's Day	-	13,300	(12,321)	-	979
	Quartet Community Hub	-	24,800	(8,952)	-	15,848
	Total Restricted Funds:	24,677	114,466	(108,170)	958	31,931
	<u>Unrestricted Funds:</u>					
	<u>Designated Funds:</u>					
	Contingency Reserve	13,000	-	-	-	13,000
	Fixed asset reserve	2,608	-	-	(2,080)	528
	Total Designated Funds:	15,608	-	-	(2,080)	13,528
	<u>General Funds</u>	5,672	10,231	(9,337)	1,122	7,688
	Total Unrestricted Funds:	21,280	10,231	(9,337)	(958)	21,216
	Total Funds:	45,957	124,697	(117,507)	-	53,147

The Bristol CC Impact Fund supports the charity's work promoting the social inclusion of women.

The internships funding covered the salary of an intern.

The People's Health Trust grant funds the Disabled Women Take Action project to build a community of disabled women to influence practical and policy changes across Bristol.

The Quartet capacity building grant funds capacity and volunteering support for Bristol's women's sector.

The International Women's Day fund supports activities and celebrations of International Women's Day.

The Quartet Community Hub fund supports a virtual hub for women and workers that support women.

The Contingency Fund is to provide for running costs in the event of loss of income, in line with the charity's Reserves Policy.

The Fixed Asset Reserve provides for future depreciation on the charity's tangible assets.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2023

[9] Payments to trustees and related party transactions

No trustees received remuneration during the year.

There were no expenses payments to trustees during the year (2022 £29 to one trustee).

There were no other related party transactions during the year.

[10] <u>Staff costs</u>	2023	2022
	£	£
Salaries	75,094	49,297
Employer's pension	1,117	708
	76,210	50,005

The average number of employees during the year was 5 (2022 3.8), and the full time equivalent 2.5 (2022 2.2).

No employee earned over £60,000 per annum during the year.

The key management personnel of the charity during the year comprised the trustees and the Director, Katy Taylor.

The total employee benefits paid to the key management personnel during the year was £28,615 (2022 £24,533), this being the salary and employer pension of the Director.

[11] Previous year in detail

<u>Statement of financial activities</u>		Unrestricted funds	Restricted funds	Total funds
	Notes	2021	2021	2021
		£	£	£
Income:				
Donations	[2]	13,929	-	13,929
Charitable activities	[3]	5,279	83,612	88,891
Total Income		19,209	83,612	102,820
Expenditure:				
Charitable activities	[4]	16,960	75,637	92,597
Total Expenditure		16,960	75,637	92,597
Net Income / (Expenditure)		2,249	7,975	10,224
Transfers between funds	[8]	(1,048)	1,048	-
Net Movement in Funds		1,201	9,022	10,224
Total funds brought forward		20,079	15,655	35,734
Total funds carried forward		21,280	24,677	45,957

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2023

[11] Previous year in detail (continued)

<u>Movements in funds 2021-22</u>	Balance at 31/03/2021	Income	Expenditure	Transfers between funds	Balance at 31/03/2022
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	40,352	(40,352)	-	-
National Lottery Covid Keep in Contact	10,000	-	(11,048)	1,048	-
Internships	-	1,260	(1,260)	-	-
Quartet Catalyst	3,348	-	(3,348)	-	-
Quartet Health Inequality Project	2,307	-	(2,307)	-	-
People's Health Trust	-	22,000	(10,920)	-	11,080
Quartet capacity building	-	20,000	(6,403)	-	13,597
Total Restricted Funds:	15,655	83,612	(75,637)	1,048	24,677
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Contingency Reserve	13,000	-	-	-	13,000
Fixed asset reserve	-	-	-	2,608	2,608
Total Designated Funds:	13,000	-	-	2,608	15,608
<u>General Funds</u>	<u>7,079</u>	<u>19,209</u>	<u>(16,960)</u>	<u>(3,656)</u>	<u>5,672</u>
Total Unrestricted Funds:	20,079	19,209	(16,960)	(1,048)	21,280
Total Funds:	35,734	102,820	(92,597)	-	45,957

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18 / 07 / 2023

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BRISTOL WOMEN'S VOICE

England & Wales - Charity number 1170110

Accounts

**Bristol Women's Voice
Trustees Report and Financial Statements
for the year to 31st March 2022**

Charity number: 1170110

Bristol Women's Voice Trustees' Annual Report Year to 31st March 2022

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2. Reference and Administrative Information
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8. Independent Examiner's Report
9. Statement of Financial Activities
10. Balance Sheet
11. Notes to the Accounts

Reference and Administrative Information

Charity name:	Bristol Women's Voice
Charity registration number:	1170110
Registered Office:	PO Box 3462, Bristol BS5 5HT

Trustees 2021-22

Carole Johnson (chair) (appointed 1st October 2021)

Clare Meraz (Vice Chair)

Stephanie Poyntz (Treasurer)

Ifeoma Fox

Nicki Norman

Sophie Shirt

Candi Williams (appointed 1st October 2021)

Fran Inman (appointed 1st October 2021)

Bonny Chung (appointed 1st October 2021)

Alice Clermont (appointed 1st October 2021)

Liz Potter (appointed 1st October 2021)

Diane Bunyan (resigned November 2021)

Penelope Gane (resigned November 2021)

Alison Pallett (resigned June 2021)

Victoria Morris (resigned June 2021)

Structure, Governance and Management

The organisation is a Charitable Incorporated Organisation, incorporated on 10th November 2016 and registered as a charity on 10th November 2016. Its governing document is the Constitution dated 10th November 2016. Prior to this date, Bristol Women's Voice operated as an unincorporated association, which donated all of its funds to the new charity on its incorporation. During the year the Trustees delegated the day to day operation of the company to the Director, Katy Taylor.

Recruitment and Appointment of Trustees

All trustees are nominated by existing trustees, and elected by a simple majority vote at the AGM or other Trustees' Meetings. The Board of Trustees endeavours to be a diverse Board and will be looking for candidates who can bring perspectives to the leadership of the organisation that are currently under-represented.

Objects and Activities

Charitable Objects

1. The promotion, for the public benefit, of the social inclusion of women in the Bristol area, who are socially and economically excluded on grounds of their gender;
2. The promotion of equality and diversity for the public benefit by e.g.
 - a. the elimination of discrimination on the grounds of gender (and where it impacts on women: race, age, disability, sexual orientation, religion or economic disadvantage);
 - b. The advancement of education and raising awareness;
 - c. The conducting or commissioning of other research on gender equality issues and the publishing the results to the public.
3. The prevention and relief of poverty through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these.

Public Benefit

The charity delivers public benefit to women and society in general by undertaking the following activities in furtherance of its objects, as stated in the constitution:

1. Providing a platform to ensure that, when key decisions are taken, women's voices have been listened to, and their ideas and concerns are shared and acted on;
2. Developing the capacity and skills of women in the Bristol area in such a way that they are better able to identify and access services and organisations, meet their needs, support each other, and to participate more fully in society;
3. Supporting women to decide the most important issues they are facing, and to influence public authorities on how they can best meet women's needs and promote gender equality;
4. Undertaking research and consultation to identify the barriers that prevent gender equality and the social and economic exclusion of women in the Bristol area and to publish the findings;
5. Organising events and activities that support women in the Bristol area to participate in public life, take part in decision-making, challenge discrimination and close gender gaps (e.g. in pay, education, access to services).

The Trustees are aware of the requirement of public benefit and seek to implement the Charity Commissioners' guidance on public benefit.

Achievements and Performance

Covid Keep in Contact Project

As the year began in April, the third lockdown was in place and there was only the beginnings of a roadmap plan for ending restrictions. We know from our own and other research how women have been impacted the hardest by Covid-19, resulting for many in greater isolation, unemployment, and poor mental and physical health. Building on the successes of the Bangladeshi Women's Health Project we ran in 2020-21, Bristol Women's Voice used the same model to initiate and run the Covid Keep in Contact Project to support women to stay connected to each other throughout this period. We delivered peer mentoring training to women who volunteers to facilitate peer support bubbles via WhatsApp groups.

As restrictions were lifted, we were pleased to be able to offer face to face workshops again, which included: Arts for wellbeing, Block printing, Menopause Yoga, Women Empowerment/Misogyny, Tai chi and Gentle Yoga for Anxiety.

2021-22 A year of growth: New staff and new projects

At the start of 2021-22 Bristol Women's Voice faced an uncertain future with very little funding secured for the second half of the year. However, we were successful in our applications to the Bristol Impact Fund, the People's Health Trust and Quartet and have grown in the size and scale as a result.

Disabled Women Take Action

In October 2021 we employed Helen Ince as a Community Organiser, and Bristol Women's Voice's lead on the Disabled Women Take Action Project which we run in partnership with the West of England Centre for Independent Living (WECIL). This project builds from what we heard from disabled women during the City Listening Project about the double disadvantage they face when trying to access opportunities, health and wellbeing services and activities.

Since she started, Helen has been working with women to identify the issues impacting them most and the improvements they'd like to see. Going into 2022-23, we will be offering rights-based workshops and be working in collaboration with partner agencies to call for change.

Organising

We also employed Dahlia von Carolath as a Community Organiser to work with women, especially the more disadvantaged, peripheral areas of the city, to tackle issues holding them back from greater equality. Dahlia joined the team in January.

Volunteer and Training Coordinator

In November 2021, our operations manager, Becky White, left the organisation to focus on her academic studies. The role was reconfigured to focus on volunteer support, development and training. Troy Tanska joined the team in February and hit the ground running as we prepared for International Women's Day.

International Women's Day

We were delighted to return to the City Hall to run our annual International Women's Day event in person again this year. The day was very well-attended, and workshops were full. We were supported by 16 workshops providers and 20 stallholders which had more than 1,000 attendees, the breakdown of which was;

- 50.7% identified as white/white British; 14% identified as from black and global majority backgrounds.
- 46% were aged 25-49; 24% were aged 50-64; 8% were aged 16-24
- 20% identified as disabled
- 61% identified as heterosexual; 16% as bisexual; 3.7% as lesbian /gay
- 40% had no religion; 13% were Christian; 9% were Muslim

Volunteers and student placements

We ran a successful fundraising campaign across October and November 2021 to raise core funding to support our work to end sexual harassment which included training and awareness-raising in the construction industry and with public transport companies.

Kate Atkinson, an intern placement from the University of the West of England, was instrumental to the success of this fundraising campaign, as she developed all our fundraising tools while on placement.

We also benefitted from the support of 30 volunteers to support our International Women's Day event, a group of whom have formed an on-going volunteer group who wish to begin working on IWD next year so that event is even bigger and better.

We had several media volunteers at IWD, and continue to engage media volunteers to write blogs for our website on current issues facing women e.g. the gendered impact of the cost of living crisis.

Collaborating, influencing and raising awareness

Bristol Women's Voice consulted women-led organisations and groups at the start of 2021/22 to find out what role we can take to support the strength, sustainability and voice of the sector, which is diverse and thriving.

In response to feedback, we have taken a role to coordinate quarterly meetings, share resources, facilitate and strengthen partnerships across the women's sector. In doing so, and through working together and sharing information about emerging needs, we hope to ensure the voices of the more marginalised women are heard and represented when we sit in strategic and decision-making meetings.

In 2021-22, we continued to work with our partners to raise the issue of women's safety (or lack of) on public transport and in public spaces. We campaigned in favour of a nil cap policy on sexual entertainment venues and have also worked with the women's Independent Advisory Group to the Police to help hold them to account on the policing of issues relating and in response to crimes against and involving women.

Financial Review

After a challenging year in 2020-21, the accounts for the period show a small surplus on unrestricted funds thanks to an increase in donations. The budget for expenditure in 2022-23 is determined by the grant income available for the year, therefore the Trustees are satisfied that the charity remains a going concern.

Reserves Policy

The trustees have established a policy whereby the unrestricted funds should be at least three months of core running costs, which equates to around £13,000. At the balance sheet date, free reserves amounted to £18,672 (2021 £20,079), of which £13,000 has been set aside as a Contingency Reserve as per the Reserves Policy. A Redundancy Provision fund exists to ensure that the potential redundancy liability for existing staff is provided for, but as the balance sheet date no such provision was necessary (2021 nil); this will be revised on an annual basis.

Statement of Responsibilities of the Trustees

Trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable 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 presume that the charity will continue in operation.

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

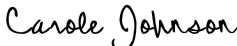
The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees confirm that to the best of their knowledge there is no information relevant to the Independent Examination of which the Examiner is unaware.

The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant financial information and that this information has been communicated to the Examiner.

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 19th July 2022 and signed on their behalf by:

DocuSigned by:



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..... Carole Johnson, Chair.

DocuSigned by:



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..... Clare Meraz, Vice-chair.

Independent examiner's report to the trustees of Bristol Women's Voice

I report on the accounts of the Charitable Incorporated Organisation for the year to 31st March 2022 which are set out on pages 9 to 16.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

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21st July 2022

Rupert Taylor
Easton Business Centre,
Felix Road
Bristol BS5 0HE

Bristol Women's Voice
Statement of Financial Activities
(incorporating Income & Expenditure Account)
Year to 31st March 2022

		Unrestricted funds 2022	Restricted funds 2022	Total funds 2022	Total funds 2021 [see Note 11]
	Notes	£	£	£	£
Income:					
Donations	[2]	13,929	-	13,929	197
Charitable activities	[3]	5,279	83,612	88,891	93,257
Total Income		19,209	83,612	102,820	93,454
Expenditure:					
Charitable activities	[4]	16,960	75,637	92,597	104,755
Total Expenditure		16,960	75,637	92,597	104,755
Net Income / (Expenditure)		2,249	7,975	10,224	(11,301)
Transfers between funds	[8]	(1,048)	1,048	-	-
Net Movement in Funds		1,201	9,022	10,224	(11,301)
Total funds brought forward		20,079	15,655	35,734	47,035
Total funds carried forward		21,280	24,677	45,957	35,734

Bristol Women's Voice

Balance Sheet

As at 31st March 2022

	Notes	2022 £	2021 £
Fixed Assets	[5]	2,608	3,104
Current Assets			
Debtors and prepayments	[6]	2,268	1,253
Stock for resale		-	200
Cash at bank and on hand		58,893	41,191
		61,161	42,644
Current Liabilities			
Creditors and accruals	[7]	17,812	10,014
		43,349	32,630
Net Current Assets			
		45,957	35,734
Net Assets			
		45,957	35,734

The funds of the charity:

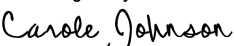
Unrestricted funds:

General funds	[8]	5,672	7,079
Designated funds	[8]	15,608	13,000

Restricted funds:

		24,677	15,655
		45,957	35,734

Approved by the trustees on 19th July 2022 and signed on their behalf by:

DocuSigned by:

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Carole Johnson
Chair

DocuSigned by:

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Clare Meraz
Vice-chair

Bristol Women's Voice

Notes to the Accounts

Year to 31st March 2022

[1] Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Basis of preparation

The financial statements have been prepared in accordance with the 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 2015), as amended by Update Bulletin 1 issued on 2nd February 2016, and the Charities Act 2011.

Bristol Women's Voice 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).

(b) Preparation of the accounts on a going concern basis

The charity's balance sheet at 31st March 2022 is in surplus, and grant funding for 2021-22 has been secured for the core activities of the charity. Therefore the trustees are satisfied that the charity is a going concern on an ongoing basis.

(c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of activities is deferred until the criteria for income recognition have been met (see Note 7).

(d) Donated services and facilities

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. There were no such donations during the year in question. In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

(e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

(f) Fund Accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii] Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. As the charity is not registered for VAT, all VAT on expenditure is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

[i] Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. There were no such costs during the year in question.

[ii] 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.

[iii] Other expenditure represents those items not falling into any other heading. There were no such costs during the year in question.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2022

(h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

(i) Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

(j) Fixed Assets

Tangible fixed assets are written off over the expected useful life of the asset, at 33% per annum on the straight line method. Individual items costing less than £500 are not treated as fixed assets.

(k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(l) 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 account.

(m) Creditors

Creditors are recognised where the charitable company 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

(n) 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.

	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
[2] <u>Income from donations</u>						
General donations	13,929	-	13,929	197	-	197
	13,929	-	13,929	197	-	197
	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
[3] <u>Income from charitable activities</u>						
Grants:						
Bristol City Council Impact Fund	-	40,352	40,352	-	37,019	37,019
Bristol City Council CLP	-	-	-	-	35,726	35,726
National Lottery Covid Keep in Contact	-	-	-	-	10,000	10,000
Quartet	-	20,000	20,000	-	8,000	8,000
Internships	-	1,260	1,260	-	2,299	2,299
People's Health Trust	-	22,000	22,000	-	-	-
DWP	5,079	-	5,079	-	-	-
Total grants	5,079	83,612	88,691	-	93,044	93,044
Fees income	200	-	200	200	-	200
Sales of merchandise	-	-	-	13	-	13
Total income from charitable activities	5,279	83,612	88,891	213	93,044	93,257

The charity receives government grants from Bristol City Council and the DWP to support its activities. The total value of such grants in the year was £45,293 (2021 £72,745). There are no unfulfilled conditions or contingencies attaching to these grants in 2021-22.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2022

[4] Analysis of expenditure on charitable activities

	Total 2022	Total 2021
	[see Note 11]	
	£	£
<u>Direct costs:</u>		
Salaries including pension & NI	41,902	37,919
User engagement and access costs	924	-
Activity costs	21,752	40,180
Printing & publicity	815	1,735
Volunteers' expenses	416	116
Costs of merchandise	200	484
	66,009	80,954
<u>Support costs:</u>		
Salaries including pension & NI	8,102	6,692
Payroll service	350	473
Staff homeworking expenses	-	812
Staff travel	1,066	-
Recruitment	255	70
Staff accessibility costs	4,352	-
Staff training	299	520
Stationery and postage	1,234	406
Telephone	578	300
Trustees' expenses	29	-
Insurance	639	633
Rent, rates, heat & light	1,591	5,949
Website & IT costs	3,454	5,248
Legal and professional fees	471	53
Memberships and subscriptions	1,240	1,033
Accountancy	480	219
Fee for independent examination	252	252
Bank charges	25	10
Depreciation	2,080	1,552
Sundry expenses	92	99
	26,588	23,801
Total Support Costs		
	92,597	104,755
Total Expenditure		

Support costs have not been apportioned across areas of activity, as the charity only undertook the promotion of social inclusion and equality for women in the Bristol area.

	2022	2021
[5] <u>Tangible Fixed Assets</u>	Equipment	Equipment
<u>Cost</u>	£	£
Opening balance	4,656	-
Additions during the year	1,584	4,656
	6,240	4,656
<u>Depreciation</u>		
Opening balance	1,552	-
Charge for the year	2,080	1,552
	3,632	1,552
Net Book Value at 31/03/22:	2,608	3,104

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2022

[6] <u>Debtors and prepayments</u>	2022	2021			
	£	£			
Sundry debtors	2,268	1,253			
	2,268	1,253			
[7] <u>Creditors</u>	2021	2021			
Amounts due within 12 months:	£	£			
Trade creditors	9,881	7,159			
Accruals	708	408			
PAYE and National Insurance	4,676	-			
Other creditors	2,547	2,447			
	17,812	10,014			
[8] <u>Movements in funds</u>	Balance at			Transfers	Balance at
<i>[for previous year, see Note 11]</i>	31/03/2021	Income	Expenditure	between	31/03/2022
				funds	
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	40,352	(40,352)	-	-
National Lottery Covid Keep in Contact	10,000	-	(11,048)	1,048	-
Internships	-	1,260	(1,260)	-	-
Quartet Catalyst	3,348	-	(3,348)	-	-
Quartet Health Inequality Project	2,307	-	(2,307)	-	-
People's Health Trust	-	22,000	(10,920)	-	11,080
Quartet capacity building	-	20,000	(6,403)	-	13,597
Total Restricted Funds:	15,655	83,612	(75,637)	1,048	24,677
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Contingency Reserve	13,000	-	-	-	13,000
Fixed asset reserve	-	-	-	2,608	2,608
Total Designated Funds:	13,000	-	-	2,608	15,608
<u>General Funds</u>	7,079	19,209	(16,960)	(3,656)	5,672
Total Unrestricted Funds:	20,079	19,209	(16,960)	(1,048)	21,280
Total Funds:	35,734	102,820	(92,597)	-	45,957

The Bristol CC Impact Fund supports the charity's work promoting the social inclusion of women.

The National Lottery Keep in Contact grant was a peer support project for isolated women during the third Covid-19-related lock down and beyond.

The internships funding covered the salary of an intern.

The Quartet Catalyst grant was to fund a strategic leadership post.

The Quartet Health Inequality grant seeks to bring health inequality information to Bangladeshi women by engaging them through training and peer support.

The People's Health Trust grant funds the Disabled Women Take Action project to build a community of disabled women to influence practical and policy changes across Bristol.

The Quartet capacity building grant funds capacity and volunteering support for Bristol's women's sector.

The Contingency Fund is to provide for running costs in the event of loss of income, in line with the charity's Reserves Policy.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2022

[9] Payments to trustees and related party transactions

No trustees received remuneration during the year.

One trustee received a payment of £29 during the year (2021 nil). This was a reimbursement of costs incurred on behalf of the charity during the fulfilment of its charitable objects.

There were no other related party transactions during the year.

[10] <u>Staff costs</u>	2022	2021
	£	£
Salaries	49,297	44,161
Employer's pension	708	310
	50,005	44,471

The average number of employees during the year was 3.8 (2021 3.8), and the full time equivalent 2.2 (2021 2.2).

No employee earned over £60,000 per annum during the year.

The key management personnel of the charity during the year comprised the trustees and the Director, Katy Taylor.

The total employee benefits paid to the key management personnel during the year was £24,533 (2021 £25,037), this being the salary and employer pension of the Director.

[11] Previous year in detail

<u>Statement of financial activities</u>		Unrestricted funds	Restricted funds	Total funds
		2021	2021	2021
	Notes	£	£	£
Income:				
Donations	[2]	197	-	197
Charitable activities	[3]	213	93,044	93,257
Total Income		410	93,044	93,454
Expenditure:				
Charitable activities	[4]	13,164	91,590	104,755
Total Expenditure		13,164	91,590	104,755
Net Income / (Expenditure)		(12,754)	1,453	(11,301)
Transfers between funds	[8]	(2,591)	2,591	-
Net Movement in Funds		(15,345)	4,044	(11,301)
Total funds brought forward		35,424	11,610	47,035
Total funds carried forward		20,079	15,655	35,734

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2022

[11] Previous year in detail (continued)

Analysis of expenditure on charitable activities 2020-21

	Core work	City Listening Project	Total 2021
<u>Direct costs:</u>	£	£	£
Salaries including pension & NI	34,707	3,212	37,919
Training	420	100	520
Activity costs	12,018	28,162	40,180
Printing & publicity	-	1,735	1,735
Volunteers' expenses	116	-	116
Costs of merchandise	484	-	484
	47,745	33,209	80,954
<u>Support costs:</u>			
Salaries including pension & NI	5,773	919	6,692
Payroll service	408	65	473
Staff homeworking expenses	701	112	812
Recruitment	60	10	70
Stationery and postage	350	56	406
Telephone	259	41	300
Insurance	494	140	633
Rent, rates, heat & light	5,132	817	5,949
Website & IT costs	4,527	720	5,248
Legal and professional fees	45	7	53
Memberships and subscriptions	891	142	1,033
Accountancy	189	30	219
Fee for independent examination	217	35	252
Bank charges	9	1	10
Depreciation	1,339	213	1,552
Sundry expenses	85	14	99
Total Support Costs	20,481	3,320	23,801
Total Expenditure	68,226	36,529	104,755

<u>Movements in funds 2020-21</u>	Balance at 31/03/2020	Income	Expenditure	Transfers between	Balance at 31/03/2021
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	37,019	(39,621)	2,603	-
Bristol City Council CLP	815	35,726	(36,529)	(12)	-
National Lottery Covid Keep in Coi	-	10,000	-	-	10,000
Internships	-	2,299	(2,299)	-	-
Quartet Catalyst	3,091	8,000	(7,743)	-	3,348
Quartet Health Inequality Project	7,705	-	(5,398)	-	2,307
Total Restricted Funds:	11,610	93,044	(91,590)	2,591	15,655
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Redundancy Provision	1,050	-	-	(1,050)	-
Contingency Reserve	13,000	-	-	-	13,000
Total Designated Funds:	14,050	-	-	(1,050)	13,000
<u>General Funds</u>	21,374	410	(13,164)	(1,541)	7,079
Total Unrestricted Funds:	35,424	410	(13,164)	(2,591)	20,079
Total Funds:	47,035	93,454	(104,755)	-	35,734

BRISTOL WOMEN'S VOICE

England & Wales - Charity number 1170110

Accounts

**Bristol Women's Voice
Trustees Report and Financial Statements
for the year to 31st March 2021**

Charity number: 1170110

Bristol Women's Voice Trustees' Annual Report Year to 31st March 2021

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3. Structure, Governance and Management
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4. Achievements and Performance
6. Financial Review
7. Statement of Responsibilities of Trustees
8. Independent Examiner's Report
9. Statement of Financial Activities
10. Balance Sheet
11. Notes to the Accounts

Reference and Administrative Information

Charity name:	Bristol Women's Voice
Charity registration number:	1170110
Registered Office:	PO Box 3462, Bristol BS5 5HT

Trustees 2020-21

Diane Bunyan
Penelope Gane (Chair)
Ifeoma Fox
Clare Meraz (Vice Chair from December 2020)
Alison Pallett (Secretary)
Nicki Norman
Laura Gallagher (Vice Chair, resigned 9th December 2020)
Stephanie Poyntz (Treasurer)
Victoria Morris
Sophie Shirt

Structure, Governance and Management

The organisation is a Charitable Incorporated Organisation, incorporated on 10th November 2016 and registered as a charity on 10th November 2016. Its governing document is the Constitution dated 10th November 2016. Prior to this date, Bristol Women's Voice operated as an unincorporated association, which donated all of its funds to the new charity on its incorporation. During the year the Trustees delegated the day to day operation of the company to the Director, Barbara Brown (until October 2020) and Katy Taylor (from November 2020).

Recruitment and Appointment of Trustees

All trustees are nominated by existing trustees, and elected by a simple majority vote at the AGM or other Trustees' Meetings. The Board of Trustees endeavours to be a diverse Board and will be looking for candidates who can bring perspectives to the leadership of the organisation that are currently under-represented.

Objects and Activities

Charitable Objects

1. The promotion, for the public benefit, of the social inclusion of women in the Bristol area, who are socially and economically excluded on grounds of their gender;
2. The promotion of equality and diversity for the public benefit by e.g.
 - a. the elimination of discrimination on the grounds of gender (and where it impacts on women: race, age, disability, sexual orientation, religion or economic disadvantage);
 - b. The advancement of education and raising awareness;
 - c. The conducting or commissioning of other research on gender equality issues and the publishing the results to the public.
3. The prevention and relief of poverty through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these.

Public Benefit

The charity delivers public benefit to women and society in general by undertaking the following activities in furtherance of its objects, as stated in the constitution:

1. Providing a platform to ensure that, when key decisions are taken, women's voices have been listened to, and their ideas and concerns are shared and acted on;
2. Developing the capacity and skills of women in the Bristol area in such a way that they are better able to identify and access services and organisations, meet their needs, support each other, and to participate more fully in society;
3. Supporting women to decide the most important issues they are facing, and to influence public authorities on how they can best meet women's needs and promote gender equality;
4. Undertaking research and consultation to identify the barriers that prevent gender equality and the social and economic exclusion of women in the Bristol area and to publish the findings;
5. Organising events and activities that support women in the Bristol area to participate in public life, take part in decision-making, challenge discrimination and close gender gaps (e.g. in pay, education, access to services).

The Trustees are aware of the requirement of public benefit and seek to implement the Charity Commissioners' guidance on public benefit.

Achievements and Performance

The impact of Covid-19 restrictions

As the year began in April, the country was in Covid-19-related lockdown. BWV made the early decision to cancel/postpone all community related activities and request that staff work from home.

We focussed our social media output on providing Covid-19 national updates; information about local organisations and their operational offer and finally hope and inspiration to women through quotations, relevant articles and information sharing.

We also developed a “You Talk We Listen” services to provide online/telephone befriending/listening and signposting service for women for two hours a day, four days per week.

Workshops

Following an initial and very well-received mental health and wellbeing workshop in the summer, BWV partnered with Rethink, CASS (Community Access Support Service) and Nilaari Agency to host a series of support sessions for women from Black and minoritised backgrounds. The sessions provided a safe space for women who felt they needed support or help during a time of additional covid-related stress and anxiety.

In 2020-21 we also provided 43 workshops attended by 1,200 women, 76.72% of whom were living in deprived areas in the city as defined by Bristol City Council. We worked in partnership with Changes, Sister Courage, the Bristol Law Centre and Bristol Menopause to facilitate workshops on mental health, menopause, maternity rights, boundary-setting, self-defence and assertiveness.

Women’s experienced of Covid-19

Throughout July and August, we ran an online survey to understand women’s experiences of Covid-19 and their changing needs throughout the pandemic period, and we heard from more than 70 women. Unsurprisingly, declining mental health, the lack of childcare and information about when and how childcare would resume, pressure on or loss of employment, poor access to green spaces and the lack of government’s consideration of the needs of women, particularly disabled women, were all raised as issue for women in Bristol.

The City Listening Project

We launched the City Listening Project report in November 2020, which reported on the research we carried out with 530 women in 2019. This project was funded by the Government Equalities Office.

Many of the women we spoke to aspired to secure employment, access to education, and professional development but instead were surviving in unfulfilling, poorly-paid employment, their ambitions thwarted by significant barriers. They told us about male violence, poor housing, lack of free/affordable childcare, lack of support with disabled children and lack of women-only spaces, among the issues that hold them back

These women’s voices and their recommendations for change will form the backbone of Bristol Women’s Voice’s strategic plan for the next three years; we will strive to work with women to achieve the changes that would make the biggest difference to their lives.

Bangladeshi Women's Health Project

In response to a need identified through the City Listening Project, we established the Bangladeshi Women's Health Project to help address the disproportionately poor health outcomes Bangladeshi women in Bristol experience. The project sought to improve women's knowledge and confidence to address a variety of health issues through establishing Bangladeshi women-led, women's peer support groups where women could share health information and resources, hold confidential conversations and seek information.

In response to a combination of WhatsApp-based support groups, bespoke and targeted online workshops and a gardening project, women reported increased knowledge of the health issues and increased motivation within the community to tackle these issues.

100% of women who responded to the survey found the workshops useful; 75% of women surveyed said they were more likely to seek medical help immediately for both physical and mental health issues. At the end of the project, when asked to rank how healthy they were feeling between 1-10, only 6% ranked themselves under 5, compared to 20% at the beginning of the project.

International Women's Day

International Women's day had to be an online event this year, but we still engaged hundreds of women in a vibrant programme of activities which lasted a week, rather than being focussed on a single day. We were excited to work with Ujima Radio, who curated a YouTube playlist showcasing the work of local women musicians, singers and producers as part of the online Bristol International Women's Day events, and with the Cube Cinema who showcased short films from female filmmakers.

Workshops and activities included sessions on female desire, Bellyfit yoga, biodanza, women in the legal profession, getting into work, disability and climate action, lullabies from around the world, poetry, mediation, radical women from history, women in nature and menopause, self-defence and more from a diverse range of women speakers.

Volunteers and student placements

In 2020-21 we had fewer volunteers than usual due to the Covid-19 restrictions and the fact we were not holding an in-person International Women's Day event. However, three volunteers still provided invaluable IT and online assistance throughout our International Women's Week in March 2021.

We also benefitted from on-going volunteer support with administration, three volunteers shared these tasks across the week for four months to check and respond to our info@ inbox and to be a first point of contact for women getting in touch, providing a total of 320 voluntary hours.

We continued to provide intern placements to students who supported us with media and online events.

Financial Review

The accounts for the period show a deficit on unrestricted funds, due to funding shortfalls being covered from general reserves. The budget for expenditure in 2021-22 is determined by the grant income available for the year, therefore the Trustees are satisfied that the charity remains a going concern.

Reserves Policy

The trustees have established a policy whereby the unrestricted funds should be at least three months of core running costs, which equates to around £13,000. At the balance sheet date, free reserves amounted to £20,079 (2019 £35,424), of which £13,000 has been set aside as a Contingency Reserve as per the Reserves Policy. A Redundancy Provision fund has also been created, to ensure that the potential redundancy liability for existing staff is provided for. This is calculated as zero as at 31/03/21 (2020 £1,050), and will be revised on an annual basis.

Statement of Responsibilities of the Trustees

Trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable 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 presume that the charity will continue in operation.

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

The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees confirm that to the best of their knowledge there is no information relevant to the Independent Examination of which the Examiner is unaware.

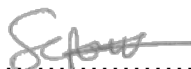
The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant financial information and that this information has been communicated to the Examiner.

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 29th September 2021 and signed on their behalf by:


.....

Penelope Gane, Trustee


.....

Stephanie Poyntz, Trustee

Independent examiner's report to the trustees of Bristol Women's Voice

I report on the accounts of the Charitable Incorporated Organisation for the year to 31st March 2021 which are set out on pages 9 to 16.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

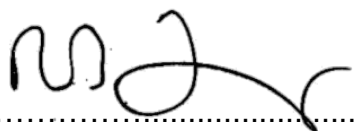
I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



30th September 2021

Rupert Taylor
Easton Business Centre,
Felix Road
Bristol BS5 0HE

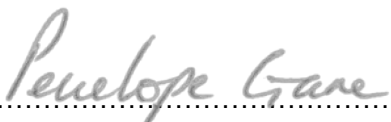
Bristol Women's Voice
Statement of Financial Activities
(incorporating Income & Expenditure Account)
Year to 31st March 2021

		Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020 [see Note 11]
	Notes	£	£	£	£
Income:					
Donations	[2]	197	-	197	9,063
Charitable activities	[3]	213	93,044	93,257	116,911
Total Income		410	93,044	93,454	125,974
Expenditure:					
Charitable activities	[4]	13,164	91,590	104,755	134,735
Total Expenditure		13,164	91,590	104,755	134,735
Net Income / (Expenditure)		(12,754)	1,453	(11,301)	(8,760)
Transfers between funds	[8]	(2,591)	2,591	-	-
Net Movement in Funds		(15,345)	4,044	(11,301)	(8,760)
Total funds brought forward		35,424	11,610	47,035	55,795
Total funds carried forward		20,079	15,655	35,734	47,035

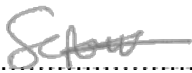
Bristol Women's Voice
Balance Sheet
As at 31st March 2021

	Notes	2021 £	2020 £
Fixed Assets	[5]	3,104	-
Current Assets			
Debtors and prepayments	[6]	1,253	8,162
Stock for resale		200	680
Cash at bank and on hand		41,191	47,109
		42,644	55,952
Current Liabilities			
Creditors and accruals	[7]	10,014	8,917
		32,630	47,035
Net Current Assets			
		35,734	47,035
Net Assets			
		35,734	47,035
The funds of the charity:			
Unrestricted funds:			
General funds	[8]	7,079	21,374
Designated funds	[8]	13,000	14,050
Restricted funds:		15,655	11,610
		35,734	47,035

Approved by the trustees on 29th September 2021 and signed on their behalf by:



 Penelope Gane
 Trustee



 Stephanie Poyntz
 Trustee

Bristol Women's Voice

Notes to the Accounts

Year to 31st March 2021

[1] Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Basis of preparation

The financial statements have been prepared in accordance with the 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 2015), as amended by Update Bulletin 1 issued on 2nd February 2016, and the Charities Act 2011.

Bristol Women's Voice 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).

(b) Preparation of the accounts on a going concern basis

The charity's balance sheet at 31st March 2021 is in surplus, and grant funding for 2021-22 has been secured for the core activities of the charity. Therefore the trustees are satisfied that the charity is a going concern on an ongoing basis.

(c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of activities is deferred until the criteria for income recognition have been met (see Note 7).

(d) Donated services and facilities

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. There were no such donations during the year in question. In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

(e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

(f) Fund Accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii] Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. As the charity is not registered for VAT, all VAT on expenditure is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

[i] Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. There were no such costs during the year in question.

[ii] 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.

[iii] Other expenditure represents those items not falling into any other heading. There were no such costs during the year in question.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2021

(h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

(i) Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

(j) Fixed Assets

Tangible fixed assets are written off over the expected useful life of the asset, at 33% per annum on the straight line method. Individual items costing less than £500 are not treated as fixed assets.

(k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(l) 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 account.

(m) Creditors

Creditors are recognised where the charitable company 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

(n) 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.

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Unrestricted £	2020 Restricted £	2020 Total £
[2] <u>Income from donations</u>						
Unison	-	-	-	3,000	-	3,000
Other donations	197	-	197	6,063	-	6,063
	<u>197</u>	<u>-</u>	<u>197</u>	<u>9,063</u>	<u>-</u>	<u>9,063</u>
	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Unrestricted £	2020 Restricted £	2020 Total £
[3] <u>Income from charitable activities</u>						
Grants:						
Bristol City Council Impact Fund	-	37,019	37,019	-	39,701	39,701
Bristol City Council CLP	-	35,726	35,726	-	59,119	59,119
National Lottery Covid Keep in Contact	-	10,000	10,000	-	-	-
Quartet	-	8,000	8,000	-	16,205	16,205
Internships	-	2,299	2,299	-	-	-
	<u>-</u>	<u>93,044</u>	<u>93,044</u>	<u>-</u>	<u>115,025</u>	<u>115,025</u>
Total grants	-	93,044	93,044	-	115,025	115,025
Income from events	-	-	-	642	-	642
Training delivery income	200	-	200	400	-	400
Sales of merchandise	13	-	13	845	-	845
	<u>213</u>	<u>93,044</u>	<u>93,257</u>	<u>1,887</u>	<u>115,025</u>	<u>116,911</u>
Total income from charitable activities	213	93,044	93,257	1,887	115,025	116,911

The charity receives government grants from Bristol City Council to support its activities. The total value of such grants in the year was £72,745 (2020 £98,820). There are no unfulfilled conditions or contingencies attaching to these grants in 2020-21.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2021

[4] Analysis of expenditure on charitable activities

	Core work	City Listening Project	Total 2021	Total 2020 [see Note 11]
	£	£	£	£
<u>Direct costs:</u>				
Salaries including pension & NI	34,707	3,212	37,919	50,799
Training	420	100	520	315
User engagement and access costs	-	-	-	3,445
Activity costs	12,018	28,162	40,180	52,087
Travel	-	-	-	906
Printing & publicity	-	1,735	1,735	826
Volunteers' expenses	116	-	116	155
Costs of merchandise	484	-	484	439
	47,745	33,209	80,954	108,972
<u>Support costs:</u>				
Salaries including pension & NI	5,773	919	6,692	8,965
Payroll service	408	65	473	442
Staff homeworking expenses	701	112	812	-
Recruitment	60	10	70	-
Stationery and postage	350	56	406	304
Telephone	259	41	300	165
Trustees' expenses	-	-	-	86
Insurance	494	140	633	607
Rent, rates, heat & light	5,132	817	5,949	7,831
Website & IT costs	4,527	720	5,248	5,647
Legal and professional fees	45	7	53	139
Memberships and subscriptions	891	142	1,033	378
Accountancy	189	30	219	924
Fee for independent examination	217	35	252	252
Bank charges	9	1	10	25
Depreciation	1,339	213	1,552	-
Sundry expenses	85	14	99	-
	20,481	3,320	23,801	25,763
Total Support Costs				
Total Expenditure	68,226	36,529	104,755	134,735

The charity identifies the costs of its support functions. The support costs are then apportioned between the charitable activities undertaken during the year. Support costs are apportioned to these activities based on the approximate proportions of staff time and resources used by each activity.

[5] Tangible Fixed Assets

	Equipment
<u>Cost</u>	£
Opening balance	-
Additions during the year	4,656
	4,656
<u>Depreciation</u>	
Opening balance	-
Charge for the year	1,552
	1,552
Net Book Value at 31/03/21:	3,104
Net Book Value at 31/03/20:	-

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2021

[6] <u>Debtors and prepayments</u>	2021	2020			
	£	£			
Sundry debtors	1,253	8,162			
	1,253	8,162			
[7] <u>Creditors</u>	2021	2020			
Amounts due within 12 months:	£	£			
Trade creditors	7,159	2,586			
Accruals	408	1,176			
Other creditors	2,447	5,155			
	10,014	8,917			
[8] <u>Movements in funds</u>	Balance at			Transfers	Balance at
<i>[for previous year, see Note 11]</i>	31/03/2020	Income	Expenditure	between	31/03/2021
				funds	
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	37,019	(39,621)	2,603	-
Bristol City Council CLP	815	35,726	(36,529)	(12)	-
National Lottery Covid Keep in Contact	-	10,000	-	-	10,000
Internships	-	2,299	(2,299)	-	-
Quartet Catalyst	3,091	8,000	(7,743)	-	3,348
Quartet Health Inequality Project	7,705	-	(5,398)	-	2,307
Total Restricted Funds:	11,610	93,044	(91,590)	2,591	15,655
<u>Unrestricted Funds:</u>					
<u>Designated Funds:</u>					
Redundancy Provision	1,050	-	-	(1,050)	-
Contingency Reserve	13,000	-	-	-	13,000
Total Designated Funds:	14,050	-	-	(1,050)	13,000
<u>General Funds</u>	21,374	410	(13,164)	(1,541)	7,079
Total Unrestricted Funds:	35,424	410	(13,164)	(2,591)	20,079
Total Funds:	47,035	93,454	(104,755)	-	35,734

The Bristol CC Impact Fund supports the charity's work promoting the social inclusion of women.

The Bristol CC CLP funding supports the City Listening Project to gather women's experiences and inform the work that Bristol Women's Voice undertakes to address the injustices and inequalities faced by women.

The National Lottery Keep in Contact grant is a peer support project for isolated women during the third Covid-19-related lock down and beyond.

The internships funding supported part of the salary of two interns.

The Quartet Catalyst grant is to fund a strategic leadership post.

The Quartet Health Inequality grant seeks to bring health inequality information to Bangladeshi women by engaging them through training and peer support.

The Redundancy Provision fund is to cover the liabilities for current staff in the event of closure.

The Contingency Fund is to provide for running costs in the event of loss of income, in line with the charity's Reserves Policy.

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2021

[9] Payments to trustees and related party transactions

No trustees received remuneration during the year.

There were no payments to trustees during the year (2020 £86 to 2 trustees, which were all reimbursements of travel and other expenses incurred while working on behalf of the charity during the fulfilment of its charitable objects).

There were no other related party transactions during the year.

[10] <u>Staff costs</u>	2020	2020
	£	£
Salaries	44,161	58,766
Employer's National Insurance	-	-
Employer's pension	310	998
	44,471	59,764

The average number of employees during the year was 3.8 (2020 5.1), and the full time equivalent 2.2 (2020 3.4).

No employee earned over £60,000 per annum during the year.

The key management personnel of the charity during the year comprised the trustees and the Director, Barbara Brown (until October 2020) and Katy Taylor (from November 2020).

The total employee benefits paid to the key management personnel during the year was £25,037 (2020 £19,928), this being the salary and employer pension of the Director.

[11] Previous year in detail

<u>Statement of financial activities</u>		Unrestricted funds	Restricted funds	Total funds
		2020	2020	2020
	Notes	£	£	£
Income:				
Donations	[2]	9,063	-	9,063
Charitable activities	[3]	1,887	115,025	116,911
Total Income		10,950	115,025	125,974
Expenditure:				
Charitable activities	[4]	16,002	118,733	134,735
Total Expenditure		16,002	118,733	134,735
Net Income / (Expenditure)		(5,052)	(3,708)	(8,760)
Transfers between funds	[8]	-	-	-
Net Movement in Funds		(5,052)	(3,708)	(8,760)
Total funds brought forward		40,476	15,319	55,795
Total funds carried forward		35,424	11,610	47,035

Bristol Women's Voice

Notes to the Accounts (continued)

Year to 31st March 2021

[11] Previous year in detail (continued)

Analysis of expenditure on charitable activities 2019-20

	Core work	Zero Tolerance	City Listening Project	Total 2020	
<u>Direct costs:</u>					
Salaries including pension & NI	36,747	6,560	7,492	50,799	
Training	315	-	-	315	
User engagement and access cos	892	-	2,553	3,445	
Activity costs	12,918	95	39,075	52,087	
Travel	446	298	162	906	
Printing & publicity	699	63	63	826	
Volunteers' expenses	139	17	-	155	
Costs of merchandise	439	-	-	439	
	52,594	7,033	49,345	108,972	
<u>Support costs:</u>					
Salaries including pension & NI	2,710	2,929	3,325	8,965	
Payroll service	185	121	136	442	
Stationery and postage	86	56	161	304	
Repairs & renewals	-	-	-	-	
Telephone	64	42	59	165	
Trustees' expenses	36	23	26	86	
Insurance	254	166	187	607	
Rent, rates, heat & light	2,659	2,719	2,453	7,831	
Website & IT costs	2,108	1,459	2,081	5,647	
Legal and professional fees	58	38	43	139	
Memberships and subscriptions	158	103	117	378	
Accountancy	386	252	285	924	
Fee for independent examination	105	69	78	252	
Bank charges	10	7	8	25	
Total Support Costs	8,819	7,984	8,959	25,763	
Total Expenditure	61,413	15,017	58,304	134,735	
<u>Movements in funds 2019-20</u>	Balance at 31/03/2019	Income	Expenditure	Transfers between	Balance at 31/03/2020
<u>Restricted Funds:</u>					
Bristol City Council Impact Fund	-	39,701	(39,701)	-	-
Government Equalities Office CLP	-	59,119	(58,304)	-	815
Bristol CC Women's Commission	2,968	-	(2,968)	-	-
Government Equalities Office	12,351	-	(12,351)	-	-
Quartet Catalyst	-	8,500	(5,409)	-	3,091
Quartet Health Inequality Project	-	7,705	-	-	7,705
Total Restricted Funds:	15,319	115,025	(118,733)	-	11,610
<u>Unrestricted Funds:</u>					
Designated Funds:					
Zero Tolerance	9,434	5,583	(15,017)	-	-
Redundancy Provision	1,166	-	-	(116)	1,050
Contingency Reserve	13,000	-	-	-	13,000
Total Designated Funds:	23,601	5,583	(15,017)	(116)	14,050
<u>General Funds</u>	16,875	5,367	(984)	116	21,374
Total Unrestricted Funds:	40,476	10,950	(16,002)	-	35,424
Total Funds:	55,795	125,974	(134,735)	-	47,035