

**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
		<hr/> 57,110	<hr/> 61,161
Current Liabilities			
Creditors and accruals	[7]	4,492	17,812
		<hr/> 52,619	<hr/> 43,349
Net Current Assets			
		<hr/> 53,147	<hr/> 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
		<hr/> 53,147	<hr/> 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
[3] <u>Income from charitable activities</u>						
	2023	2023	2023	2022	2022	2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
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
	<hr/> 83,028	<hr/> 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
	<hr/> 34,480	<hr/> 26,588
Total Support Costs		
	<hr/> 117,507	<hr/> 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
	<hr/> 6,240	<hr/> 6,240
<u>Depreciation</u>		
Opening balance	3,632	1,552
Charge for the year	2,080	2,080
	<hr/> 5,712	<hr/> 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			
		<hr/>	<hr/>			
		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			
		<hr/>	<hr/>			
		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	between	31/03/2023	
			Expenditure	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
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	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
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	Total Designated Funds:	15,608	-	-	(2,080)	13,528
	<u>General Funds</u>	5,672	10,231	(9,337)	1,122	7,688
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	Total Unrestricted Funds:	21,280	10,231	(9,337)	(958)	21,216
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	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
		2021	2021	2021
	Notes	£	£	£
Income:				
Donations	[2]	13,929	-	13,929
Charitable activities	[3]	5,279	83,612	88,891
		<hr/>	<hr/>	<hr/>
Total Income		19,209	83,612	102,820
Expenditure:				
Charitable activities	[4]	16,960	75,637	92,597
		<hr/>	<hr/>	<hr/>
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	-
		<hr/>	<hr/>	<hr/>
Net Movement in Funds		1,201	9,022	10,224
Total funds brought forward		20,079	15,655	35,734
		<hr/>	<hr/>	<hr/>
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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