AGENDA CIO

England & Wales · Charity number 1179417

Details

Status	Registered
Legal form	CIO
Registered	2018-08-01
Register	View on the Charity Commission register

Contact

Address	We Work Hoxton Senna Building Gorsuch Place London E2 8JF
Phone	0203 883 7794
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Website	https://agendaalliance.org/

Activities

Objects: THE OBJECTS OF THE CIO ARE:1. TO PROMOTE THE SUPPORT AND PROTECTION OF HEALTH OF WOMEN AND GIRLS WHO ARE SUFFERING, OR HAVE SUFFERED FROM, OR ARE AT RISK OF DOMESTIC, SEXUAL OR OTHER VIOLENCE;2. THE PREVENTION OR RELIEF OF POVERTY OR FINANCIAL HARDSHIP AMONGST WOMEN AND GIRLS BY PROVIDING OR ASSISTING IN THE PROVISION OF EDUCATION, TRAINING, HEALTHCARE PROJECTS AND ALL THE NECESSARY SUPPORT DESIGNED TO ENABLE INDIVIDUALS TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT;3. THE RELIEF OF THE PHYSICAL AND MENTAL SICKNESS OF WOMEN AND GIRLS IN NEED BY REASON OF ADDICTION TO ALCOHOL, DRUGS OR ANY OTHER SUBSTANCE;4. SUCH OTHER EXCLUSIVELY CHARITABLE PURPOSES ACCORDING TO THE LAW OF ENGLAND AND WALES AS THE CHARITY TRUSTEES DETERMINE FROM TIME TO TIME.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: Agenda works to ensure that women & girls at risk of abuse, poverty, poor mental health, addiction and homelessness get support and protection; campaigns for systems to be transformed; raises awareness across sectors; and promotes public understanding. We do this through research and making and supporting the implementation of proposals designed to improve provision.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£442,447	£376,798	-	-
2024-04-30	£382,430	£439,593	-	-
2023-04-30	£374,605	£377,983	-	-
2022-04-30	£279,277	£306,816	-	-
2021-04-30	£365,352	£316,361	-	-

Trustees

Name	Role	Appointed
Tanya Tracey	Chair	2024-03-27
Abigail Ayers		2023-06-28
Anne Kazimirski		2025-06-25
Laura McIntyre		2021-03-04
Mariam Radi		2025-06-25
Saffron Cordery		2024-03-27
Shani Newbold		2023-06-28
Shiryn Sayani		2023-06-28
Tanja Salem		2025-06-25
Tina Ajuonuma		2025-06-25
Victoria Harfield		2018-10-11

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AGENDA CIO

England & Wales - Charity number 1179417

Accounts

Charity no. 1179417

Agenda CIO

Report and Unaudited Financial Statements

30 April 2025

Charity number	1179417
Registered office and operational address	Shoreditch Exchange, Senna Building, Gorsuch Place, London, E2 8JF

Trustees

The trustees who served during the year and up to the date of this report were as follows:

Kaammini Chanrai	(stepped down in March 2025)
Victoria Harfield	(Treasurer)
Henrietta Imoreh	(stepped down in December 2024)
Laura McIntyre	
Lynn Percival	
Shani Newbold	
Rani Patel	
Shiryn Sayani	
Abigail Ayers	
Tanya Tracey	(Co-Chair)
Saffron Cordery	(Co-Chair)

Chief executive Officer	Indy Cross
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiners	Accountability Europe Limited Omnibus Workspace, 39-41 North Road London N7 9DP

Agenda CIO

Report of the trustees
For the year ended 30 April 2025

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from 1 January 2019).

Structure, Governance and Management
Agenda is a Charitable Incorporated Organisation, charity number 1179417, its members are its charity trustees. Its governing document is a constitution registered 1 August 2018.

Agenda became a registered charity in 2018. It had previously been hosted by The Young Foundation. On 1 October 2018 Agenda span out from the Young Foundation and became independent.

Overall governance of Agenda is the responsibility of the trustees. The day-to-day running of the organisation is delegated to the CEO. For seven weeks in Q1 (May and June) 2023, the CEO was undergoing treatment for breast cancer, so the role was covered by Deputy CEO, Jessica Southgate.

On founding on 1 August 2018, Agenda had three trustees, who had previously sat on Agenda's steering group. These were:
- Polly Neate for 4 years;
- Esther Sample for 3 years; and
- Liz Hogarth for 2 years.

Apart from the first charity trustees, every appointed trustee must be appointed for a term of four years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

This year, the Trustees onboarded and inducted five new Trustees to the Board, in order to fill skills gaps and diversify the Board, to better enable us to achieve our new 5-year strategic plan.

Trustees meet at least quarterly. There are two sub-committees and one
'Task and Finish' subgroup:
- Finance, Risk and Fundraising Committee, chaired by the Treasurer.
- HR Committee
  - Alliance Development Subgroup

Agenda was founded as an Alliance and now has 130 members who have signed up to support our mission and values.

Objectives and activities
Agenda's objects are
- To promote the support and protection of health of women and girls who are suffering, or have suffered from, or are at risk of domestic, sexual or other violence;
- The prevention or relief of poverty or financial hardship amongst women and girls by providing or assisting in the provision of education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient;
- The relief of the physical and mental sickness of women and girls in need by reason of addiction to alcohol, drugs or any other substance; and
- Such other exclusively charitable purposes according to the law of England and Wales as the charity trustees determine from time to time.

To achieve those objectives Agenda works to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction and homelessness get the support and protection they need. We campaign for systems and services to be transformed. We raise awareness across sectors and promote public and political understanding of the lives of women and girls facing multiple disadvantage. We do this through research and making and supporting the implementation of proposals designed to improve provision.

Public benefit

Agenda works to create a society where women and girls can fulfil their potential and live their lives free from inequality, poverty and violence. The notion of public benefit is enshrined in our objectives and we do not restrict access to this benefit. The board of trustees has had regard to the Charity Commission's guidance on public benefit as they established Agenda as an independent charity and agreed the charity's objectives and priorities.

Our purpose

We want public services to respond better to the distinct and multiple unmet needs of women and girls, including appropriately responding to gender, age, race and trauma.

For the whole system to respond better, we stand in solidarity with the voluntary sector and advocate for them to be empowered.

Our mission

We advocate and campaign for systems and services to respond appropriately to women and girls with unmet needs.

Our vision

Ending the cycle of trauma and harm so that all women and girls can thrive

Our values

Our values are our guiding principles for our work to deliver our mission. It is who we are and how we behave.

We promise to be:

INTERSECTIONAL We understand that the most disadvantaged women and girls experience multiple types of intersecting trauma and disadvantage. So, we approach our work in a way that cuts across services, sectors and systems that are there to support the full breadth of issues and disadvantages that women and girls face.

COURAGEOUS We are courageous in speaking out and taking action for and with all women and girls. We stand in solidarity with all women and girls and provide platforms for their views and voices. We campaign confidently, with pride, strength and grit.

CREDIBLE We design campaigns that are grounded in robust evidence, proven good practice and the experiences of women and girls. We are committed to constant learning from the wider sector and our Alliance members – including small, specialist, front-line organisations – and learning from women and girls.

CLEAR We communicate with clarity and try to be as clear as possible, so that everybody can understand, contribute and join our social movement. We speak in plain English and are committed to translating into different languages when required, included BSL. We do not waffle and are impactful when we present.

COLLABORATIVE We collaborate with others in a meaningful way and stay true to our history of convening the sector. We will continue to listen to different perspectives and draw strength from diversity. We seek to develop shared understanding, to find new ways of talking, thinking and working across divides and boundaries

Our activities and impact

This year, our organisation has made strong progress towards advancing the priorities set out in our current strategy (2023–2027), while continuing to build the foundations that will enable us to drive further change for women and girls with multiple unmet needs in the years ahead. We have introduced a new framework to assess how we track and understand our impact, deepened our journey towards becoming anti-racist and more inclusive in our practice, and taken important steps to broaden our income streams – including the launch of our first-ever public fundraising campaign during Big Give.

Over the course of the year, Agenda Alliance has continued to campaign and advocate for systems and services that meet the needs of women and girls with multiple unmet needs. We have worked alongside officials, policymakers, parliamentarians and our alliance members to ensure that those most at risk of being ignored are represented in key decisions. We have made full use of opportunities to highlight our evidence and share examples of effective practice through our media and campaign activities, while standing in solidarity with wider sector campaigns and amplifying the voices of women with lived experience. At the same time, we have continued to strengthen the evidence base around women and girls experiencing multiple disadvantage – equipping our members, the wider sector, funders, and decision-makers with a compelling case for change, practical insights to improve their work, and clear evidence of the need for gender-responsive, trauma-informed, age-appropriate, and culturally sensitive support.

Our strategic goals

1. Convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs.
2. Mature and build the charity's foundations, including embedding women and girls' voices and strengthening our internal systems to become resilient and sustainable.
3. Develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services. This will be the flagship project in collaboration with the Alliance members.
4. Reduce the number of girls and young women being excluded from school.
5. Call for criminal justice to respond better to women's unmet needs – our particular target is the Young Women's Strategy.
6. Ensure women and girls' mental health is prioritised in Government Policy

We finished the year working with our board on a mid-point review of our current five-year strategy (2023-2027), and began working to a revised set of goals, which we launched in January 2025, for the following year (2025-2026).

Below sets out our activities and achievements throughout the year across each of our original six strategic goals.

1. **Convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs**

Agenda's Alliance

Through our work to review how Agenda can best convene our Alliance members we heard that now, more than ever, it was vital that organisations come together across sectors to change systems and services and improve women and girls' lives. We consulted widely with our members (through surveys and focus groups) about what kind of support and engagement they wanted in the future. There was strong appetite for more opportunities to be more involved in Agenda's work and campaigns, to have more opportunities to learn from each other and for the Alliance to collectively advocate for system-wide approaches that drives meaningful change.

Across the year we built on this learning through deeper conversations with Alliance members to shape our engagement with the Alliance in 2025. We have engaged our members across all our priority areas, including our schools exclusion work, Young Women's Justice Project, and our regional work in Greater Manchester and the North East.

Our Alliance continued to grow in numbers, standing 126 strong at the end of the year (April 2025), with new members including Safety4Sisters, IRISi, LMK Let Me Know, the Runnymede Trust, Women at the Well, Turtle Dove Cambridge, Watering Your Soul and Own My Life. We have highlighted members work and campaigns throughout the year in our publications, social media and blogs, such as spotlighting Solace's Women's Rough Sleeping Census, Open Clasps' play Mycelial, and through our blog on the 16 days of action against violence against women and girls.

Later in 2025 we will be running our first ever in person Alliance member conference to celebrate our 10-year anniversary - bringing together our members to create stronger working relationships between members to help build a collective voice for change.

"As a non-campaigning organisation ourselves it is extremely important to have a strong national ally who can speak on behalf of the women we serve and highlight, create a platform for their voices to be heard in order to address social injustices." [Agenda Alliance Member]

Transforming Together

Our Smallwood Trust funded Transforming Together network worked tirelessly throughout the year to drive forward real change for women with multiple unmet needs in the North-East. The network was developed from a community practice formed during the *Dismantling Disadvantage* research (published July 2023), which found that women in the Northe-East were 1.7 times as likely to die early as a result of suicide, addiction or murder than in the rest of England and Wales.

This cross-sector expert group, aims to improve local approaches, break down siloed working and improve multi-agency practice to better meet the needs of disadvantaged women and girls. The network developed the priorities they would focus on, addressing specific local issues through two subgroups (on Commissioning and Funding, and Data and Evidence) and met regularly to take forward shared goals. Women who are experts by experience have shared their experiences with the network at each meeting to help drive change, which they reflected on the impact of in this blog.

This work was bolstered by the appointment of Nadine Smith in September 2024 as independent chair. Nadine has over two decades of experience working in social and public impact and is Executive Director for Government, Strategy and External Affairs at Social Finance. Nadine has provided network members with valued national perspective and policy insight through the network meetings, as well as bringing critical insights about how the network can best achieve systemic change.

Network members have raised their collective priorities for change at several opportunities, including meeting the regional Mayor Kim McGuiness, at which the Mayor reaffirmed her commitment to working with the network to advocate for women with multiple unmet needs. The network also wrote to the CEO of the newly established North East Mayoral Combined Authority around the proposed Radical Prevention Fund and secured a meeting with a senior official to discuss this.

The work continues, with future plans including holding a cross-sector Learning Circle to develop shared recommendations to take to commissioners and decision makers about improving access to safe refuge accommodation, and working with the local Police and Crime Commissioner to coproduce their new joint VAWG commissioning standards. Later in the year the network will hold a celebratory event to mark the end of the current funding, and develop proposals for the potential sustainability of the work.

We Need Support – child removal in Greater Manchester

This year we published 'We Need Support', a briefing commissioned by Greater Manchester Combined Authority (GMCA), which centres the voices of women in the region with lived experience of child removal (July 2024).

Agenda Alliance was commissioned by GMCA to examine issues surrounding women and multiple unmet needs in the region and conduct a deep dive on one area where change could have a significant impact on their lives- through which child removal was identified as a key theme. This follows previous research completed by Agenda Alliance and AVA in 2021 which explored how multiple disadvantage affects the lives of women in the Greater Manchester area and the role of the combined authority in tackling this.

This report was informed by both local evidence and interviews with 10 women who had lived experience of having their children removed from their care. The research revealed the extent to which these women feel unheard and unseen, left out of decision-making, and deeply stigmatised. Following publication, experts by experience shared their stories with media, through BBC 5 Live and in an interview with the Big Issue.

As a result of this report we are calling for investment in specialist wraparound support for women and girls across the 10 Manchester boroughs. This would be to address the root drivers of child removal; immediate housing for women who have had a child removed; dedicated and funded Support Advocates, and; training for all staff working with women experiencing child removal, to challenge bias and stigmatisation.

As part of our ongoing work to spotlight good practice in this space, we hosted a blog about a specialist project delivered by our member, Birth Companions. The Izzy Project offers specialist, relationship-led support to women living or giving birth in Hackney who are at risk of, or experiencing separation from their baby shortly after birth. The service, which has been piloted since May 2024, offers a powerful example of the 1:1 advocacy support recommended for women navigating child removal in 'We Need Support'.

General Election 2024

We ran our General Election campaign, #CallingSOS, for a Secretary of State for Women and Girls with a collective letter, co-signed by more than 60 member organisations. This was based on priorities

developed in consultation with over 30 members working across VAWG, sex work, housing and homelessness, substance use, criminal justice, infrastructure bodies and mental health. Our policy asks focused on prevention, meaningful investment in and partnership with the specialist women and girls' voluntary sector, engaging experts by experience in shaping policy at all stages and a demand for Government to introduce gender-informed policy design as a matter of course across all government departments.

We wrote to leaders of all parties, supported by over 50 organisations, with our core ask that the next Government introduce the position of a dedicated Secretary of State for Women and Girls. Following the election of the Labour party to government we sent welcome letters to the new Secretaries of State and Ministers across departments including Home Office, Ministry of Justice and Department for Education. Following this we were invited to a 'Women's Voices' roundtable at the Office for Equality and Opportunity where we emphasised the need for a gendered approach to addressing social inequalities across government departments, and the importance of meaningfully involving women and girls most affected by these challenges.

Whilst a dedicated Secretary of State for Women and Girls was not appointed, despite previous commitment to do so, we were encouraged by signs of gendered policy making, such as the Lord Chancellor Shabana Mahmood's announcement of the creation of a Women's Justice Board and the measures announced to halve violence against women and girls.

We have also responded throughout the year to key developments in national policy, including the Kings Speech in July 2024 to interrogate what the planned legislative programme would mean for women and girls with multiple unmet need, and both the autumn and spring budgets.

2. **Mature and build the charity's foundations, including embedding women and girls' voices and strengthening our internal systems to become resilient and sustainable**

Agenda Alliance's people

We have further strengthened our Governance this year, with the co-chairs at the helm. We are proud to have a feminist model of power-sharing, with two women as co-chairs. A skills audit will take place in the next financial year to bring on new Trustees.

The staff have remained passionate and skilled, upholding our reputation as the experts in the voluntary sector, bringing the gendered lens, as well as the lens of multiple unmet need. Staff have been given training and support this year, including further anti-oppression work, which have been built into objectives.

Staff wellbeing remains a focus, as we look into getting sufficient wellbeing support for staff. Our culture remains collaborative, open and flexible, which the staff very much appreciate.

Strategic goals

As mentioned, launched our revised strategic goals in January 2025, which are here:

This clearer set of goals will be our focus for the remainder of the strategic period (until mid-2027).

Embedding women and girls' voices

Throughout the year we have continued to centre and embed the voices and experiences of women and girls with lived experience of unmet needs across all areas of our work. Across the year we worked with 17 women and girls with lived experience of the issues we work on. This includes through consultations, interviews and focus groups, Advisory Group meetings and by platforming them at events. Their voices have featured through media coverage of issues in both national print and broadcast media, such as the Independent, the Big Issue and BBC 5 Live.

Our Women's Advisory Network has met regularly throughout the year, this year to help shape our Rosa funded film, to share their perspectives on Government's Violence Against Women and Girls priorities, and to be involved in team recruitment. Four experts by experience have been core members of the Transforming Together network, to share their experiences to drive change, we spotlighted one woman's experience in a blog to mark Stalking Awareness Week and seven women with lived experience also worked with us to co-produce our Voices from the Frontline film.

"The Women's Advisory Network has given me a voice I never had, a voice with the services. It's given me confidence to walk into meetings and be me, not feel scared or intimidated. I can voice my opinion, because I know I'm not alone. This year, I fought to have my son returned to my care and we'll spend Christmas together this year. It's working with Agenda and the network that's helped me do this" [Sarah, Women's Advisory Network member]

To hear from girls and young women with lived experience of multiple unmet needs and harmful systems, in the coming year we are developing a refreshed Girls Advisory Network, to support our new exclusions and criminal justice strands of work. To ensure we do this effectively we are building relationships with front line organisations who work with young women and visiting projects to speak to girls in person, as well as reviewing our policies and processes to ensure these are age responsive and effective.

Rosa funded film

We were delighted to receive funding from Rosa's Voices from the Frontline to develop a short film defining multiple unmet needs in partnership with women and girls with lived experience.

We launched the film at an online event to celebrate International Women's Day in March 2025. Charlie and Ola, who feature in the film and were also involved in co-producing it, spoke at the launch, alongside Alex Davies-Jones, the Minister for Victims & Violence Against Women and Girls, who responded to the film's themes.

The film features two women with lived experience, and shares insight into the challenges two women faced when seeking support, highlighting the cycle of harm when women do not receive the right support at the right time. Ten member organisations and seven women with lived experience of multiple disadvantage were involved in co-producing the film's messaging and concept. Agenda's Co-Chair Tanya Tracey also featured in the film, which will be a key influencing and campaigning tool for Agenda, setting out why it is important to listen to women when making decisions and developing policy and practice.

Impact measurement

2025 marks a decade since Agenda was born. So that we can better understand and track our impact for the future, this year we worked with a consultancy Justice Futures to develop a new approach to impact measurement and produce a 10-year impact report. The team worked with Agenda staff, board, members, Women's Advisory Group members and key stakeholders to review our current methods of systems change impact measurement and recommend a renewed approach.

Through this process we have designed a new 'theory of engagement' model, which sets out the change we seek to make towards achieving systemic change across policies, practices, power and perceptions, alongside a new suite of tools combining qualitative and quantitative methods. We have been embedding this new approach into our work, and plan to launch our impact report in the summer - showcasing the difference Agenda has made since our inception, as well as our hopes for the future.

In addition, this year we started work on collating our impact over the past 10 years to publish as an impact report.

Income generation

This year we continued to strengthen our partnerships with long-term funders, who believe in our work. We were thrilled to start a partnership with City Bridge Foundation, who awarded us our very first 10-year grant, dedicated to systems change, and we look forward to starting that work at the end of the financial year.

In addition, at the end of the financial year, we have applied for our very first statutory income from the Mayor's Office for Policing and Crime (MOPAC) and won the contract to support young women and girls in London.

We continued gathering information and identifying individuals that we can introduce our work to, with the aim that they will invest in our work by giving their time, expertise and major donations in the next financial year. Building philanthropy/major donors as a new income stream takes a lot of time, so we continue to build this work this year, as we tailor our messaging to a new audience that is not familiar with the women's sector. To test this, in December 2024 we took part in the Big Give match-funding campaign for the first time and were thrilled to reach our target of £10,000. We worked with the Women's Advisory network to co-create messaging and quotes for the campaign, with two women recording audio and video messages to share. This has not only opened up a new income stream, but also a new supporter base for Agenda.

3. **Develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services**

Challenging the harms of racism in public services has been a golden thread throughout all our projects this year. Our work has consistently shone a light on the way in which multiple systems cause disproportionate harm to Black, Asian and minoritised girls and women, for example through our Rosa funded film, and championed the specialist by and for organisations often best placed to meet their needs, such as through our #Calling SOS campaign.

This year the Women's Justice Reimagined partnership (formerly Double Disadvantage) moved forward with refreshed energy with dedicated resource from Hibiscus and further funding from Barrow Cadbury Trust. The project aims to improve outcomes and reduce inequalities and discrimination against Black, Asian, minoritised and migrant women in contact with the criminal justice system. The group shaped a new mission, vision, values and name, and developed a new set of priorities focused on engaging parliamentarians to take action and embedding lived experience voice across partnership activity. In the coming year Agenda will develop our Young Women's Advisory Group, reaching out to members including specialist by and for organisations to reach Black, Asian and minoritised young women to inform key messages for the project.

Within our own work internally we have continued our anti-racist journey this year through workshops run by Darvaja, funded by AB Charitable Trust. Our CEO, Indy Cross, was profiled In the Charity Times in October 2024 with the article focused on her anti-racist and feminist leadership, and we celebrated our members and allies in a blog during Black History Month.

In light of racist/Islamophobic content shared across the Twitter/X platform during the riots from the far-right in the summer of 2024, we took the decision to cease posting to Agenda's Twitter/X account and established a Bluesky account, which already had over a thousand followers by the end of the year.

We aim to continue building on anti-racism work and plan to develop a learning and critical reflection journey to enable the organisation to design and embed a truly intersectional feminist approach at every level of Agenda Alliance's work, both internal and external - from vision and strategy, to policies, practices and outputs.

4. **Reduce the number of girls and young women being excluded from school**

This year we were delighted to receive funding from the Triangle Trust to support our work on reducing girls exclusions from education. With the aim to develop the evidence we have been building on this subject over several years, as well as to build a network of allies committed to change, we convened 18 members and sector organisations at a roundtable around girls exclusions. Attendees included the University of York, Chance UK, Centre for Young Lives, London's Violence Reduction Unit, Milk Honey Bees, Let Me Know, and the Institute of Public Policy Research (IPPR). The event sparked valuable cross-sector dialogue, laid foundations for ongoing collaboration, and helped shape our research themes and influencing strategy. To support this evidence gathering we also interviewed three girls in alternative provision about their experience of exclusion and what better support would look like for them.

Throughout the year we have used our evidence to champion the needs of young women at risk of exclusion, including through submitted evidence to the Children and Wellbeing Bill committee, sharing evidence with London Assembly member Zoe Garbett in advance of a session on children and violence against women and girls and submitting evidence to MOPAC's Police and Crime Plan consultation. Towards the end of the year we submitted freedom of information requests on young women's exclusions, and plan to carry out further data analysis in the coming year of government data to shine a light on this area.

5. **Call for criminal justice to respond better to women's unmet needs**

Young Women's Justice Project (YWJP)

We were delighted to receive funding from the Barrow Cadbury Trust to continue our Young Wome Justice Project, running since 2021, which aims to secure systemic change for young women at risk bring in contact with the criminal justice system. This has allowed us to build on the evidence a relationships developed so far to continue to press for change for criminalised young women with the n government.

Following the General Election we were encouraged by the Lord Chancellor Shabana Mahmood's announcement of the creation of a Women's Justice Board, with one of the core priorities being around reducing levels of self-harm amongst young women in custody. With this new Board, and a partnership Delivery Group appointed alongside it, we have continued to press for a specialist approach to the needs of young women in the justice system and for this to feature within the promised forthcoming women's justice strategy.

In December 2024 we met with Susannah Hancock, member of the Youth Justice Board, who was appointed to lead on an independent review into the placement of girls in custody. Following the evidence she gathered, and recommendations she made to government, the Ministry of Justice (MoJ) announced it would no longer hold girls in Young Offender Institutions – which we warmly welcomed.

Throughout the year we continued to champion the needs of young women, presenting our 'A Cal Action' briefing to 20+ practitioners at the Youth Custody Services Practitioners Forum, at the Associat of Police and Crime Commissioners' Women in the CJS working group and at two Professio Development Group events regarding the Young Women's Justice Project. In addition, our CEO v featured on One Small Thing's JUSTICE podcast, and we were quoted in The Lead around you women's imprisonment during Covid.

In the coming year we will develop a Young Women's Advisory Network and have begun work to improve engagement with relevant organisations, to build relationships and develop more accessible materials ensuring our approach reflects community-led experience and voices. We will also grow our relationships with Police and Crime Commissioners to advocate for greater gender- and age-responsive regional approaches to young women's needs.

Women's Networking Forum

We have continued to work alongside Clinks to bring together specialist voluntary sector organisations working to support women in the justice system, through the quarterly Women's Networking Forum. Meetings have taken place across the year focused on, our ROSA funded film, *Voices From The Frontline*, our work focusing on girls' exclusions, and updates on our Young Women's Justice Project.

6) Ensure women and girls' mental health is prioritised in Government Policy

This year the government announced long awaited plans to provide better care for mental health patients through reform to the Mental Health Act, following years of campaigning from the mental health sector, including Agenda and many of our members. Over the year we have raised the specific issue of women and girls' mental health in various spaces to influence the Mental Health Bill, including through individual discussions with member organisations, as well as in the Mental Health Alliance meetings, chaired by Bipolar UK. The Mental Health Act in its current form is seriously outdated and has significant negative impacts for women and girls, especially those from Black, Asian, minoritised and migratised backgrounds, or with experience of poverty, and gendered abuse. We continued to call for this to be a turning point in the care and supported of women facing mental health challenges, many of whom will have faced significant violence, abuse and trauma. We've also continued conversations with Alliance members to undertand their perspectives, regarding the implementation of the Mental Health Units Act (Seni's Law) and the use of restraint in mental health settings. We convened our Women's Advisory Network to feed into a briefing their insights on the availability of mental health support, before, during and after contact with the criminal justice system. The engagement in this topic from the Women's Advisory Network was excellent, garnering a lot of responses.

Our achievements and impact

Over the year we have achieved considerable success across a range of areas, including:

- In the last year, we published 13 research reports, policy statements and briefings.
- We have had 17 opportunities to put our case to key decision makers and influencers.
- We have generated new relationships with supportive decision makers, such as Florence Eshalo MP, Chair of the Housing, Communities and Local Government Committee.
- We have directly influenced two policy statements, bills, policy documents and national guidar published in the last year e.g. after meeting with Susannah Hancock, as part of her review into placement of girls in custody, the MoJ announced it would no longer hold girls in Youth Offen Institutes (YOIs).
- We have seen two changes to local commissioning approaches and service provision; public and private statements from key local decision makers; published statements and documents.
- We have generated 12 opportunities for women to have a platform at events, and via media and social media.
- We have worked with 17 women and girls with lived experience of the issues we work on e.g. consultations, interviews and focus groups, Advisory Group meetings, attending involvement forums and individual meetings.
- We have had 16 pieces of positive media coverage of issues e.g. national print and broadcast media, including the Evening Standard, The Big Issue, BBC 5 Live and the Independent.
- There have been 5 cases of partnership work with members in the last year, 27 members in the last year have taken action to support Agenda's policy campaigns. And three members' have had a focus on gender in own work in the last year.

Future plans

- We will kick off key funded work, including the systems change work in London (funded by City Bridge and MOPAC), using the learning from our work in Greater Manchester and Tyne and Wear.
- We will recruit and induct new Trustees on our Board, following a skills audit
- We will strengthen HR policies and procedures
- We will refine, test and embed our new impact measurement framework
- We will publish our ten-year impact report, shining a light on the difference we have made over the past decade
- We will develop a legacy plan for Transforming Together, ensuring that the network can continue and be self-sustaining
- We will continue to champion the needs of young women in the criminal justice system, as well as continue our focus on girls excluded from school
- We will continue to assess and platform the needs and experiences of global majority women and girls. We will stand in solidarity with our sisters, particularly as we are experiencing the rise of the far-right and Islamophobia.
- We will convene all our members in our first ever membership convention, and platform their voice in a future campaign
- We will diversify our income base by adding Major Donors/Philanthropy as a new income stream

Financial review
During the 12-month period, the charity generated total incoming resources of £442,447 (2024: £382,430) and expended total resources of £376,798 (2024: £439,593).

As of 30 April 2025, Agenda CIO held £268,909 (2024: £203,260) in total reserves. Of this, £198,595 (2024: £158,099) was held as unrestricted funds, £70,314 (2024: £45,16) was held as restricted.

Reserves policy
The trustees have determined a target level of unrestricted reserves of 3-6 months' operating expenditure is realistic and appropriate, this equates to between £112,500 and £225,000. The unrestricted funds at the end of the year were £198,595 (equates to 5.3 months based on 2026-27 budgeted expenditure).

Management of risk
The trustees have a risk management strategy that involves quarterly review of risks by the Finance, Risk and Fundraising committee and annually as a board. Systems of monitoring and mitigating identified risks is continually reviewed by the CEO and Board, as well as any implementation of procedures to minimize the impact of risks on the charity.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees 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 charity 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 Charities SORP;
- make judgements and accounting 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, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. 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 are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity have no liability to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Accountability Europe Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 10th December 2025 and signed on their behalf by

Saffron Cordery– (Co-Chair)

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2025

I report to the trustees on my examination of the accounts of Home-Start London for the year ended 30 April 2025.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the CIO 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 CIO'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

Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no 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 CIO 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

……

Aamer Shehzad FCA

Accountability Europe Ltd

Omnibus Workspace

39-41 North Road

London N7 9DP

Date:

Agenda CIO
Statement of financial activities
For the year ended 30 April 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and grants	**3**	290,832	145,955	**436,787**	255,105	121,853	376,958
Other income	**4**	1,945	2,972	**4,917**	3,805	-	3,805
Investments		744	-	**744**	1,667	-	1,667
Total income		**293,521**	**148,927**	**442,447**	260,577	121,853	382,430
Expenditure on:							
Raising funds		87,942	-	**87,942**	113,846	-	113,846
Charitable activities		165,082	123,774	**288,856**	134,814	190,933	325,747
Total expenditure	**5**	**253,024**	**123,774**	**376,798**	248,660	190,933	439,593
Net income / (expenditure) for the year		**40,496**	**25,153**	**65,649**	11,917	(69,080)	(57,163)
Transfers between funds		-	-	-			-
Net movement in funds	**6**	40,496	25,153	**65,649**	11,917	(69,080)	(57,163)
Reconciliation of funds:							
Total funds brought forward		158,099	45,161	**203,260**	146,182	114,241	260,423
Total funds carried		**198,595**	**70,314**	**268,909**	**158,099**	**45,161**	**203,260**

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the accounts.

Agenda CIO
Balance sheet
As at 30 April 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets:					
Tangible assets	**9**		**2,372**		3,072
			2,372		3,072
Current assets:					
Debtors	**10**	**3,131**		1,371	
Cash at bank and in hand		**301,940**		223,824	
		305,071		225,195	
Liabilities:					
Creditors: amounts falling due within one year	**11**	**(38,534)**		(25,007)	
Net current assets			**266,537**		200,188
Total net assets	**12**		**268,909**		203,260
Funds	**13**				
Restricted funds			**70,314**		45,161
Unrestricted funds:					
General funds		**198,595**		158,099	
Total unrestricted funds			**198,595**		158,099
Total funds			**268,909**		203,260

Approved by the trustees on 10/12/2025
and signed on their behalf by:

……
Saffron Cordery (Co-Chair)

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Agenda CIO 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).

The charity is exempted from preparing a cash flow statement due to exemption available to charities with income of less than £500,000.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern based on the level of unrestricted reserves held at the year end. There are no material uncertainties about the charity's ability to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' 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.

d) Donated services and facilities

Donated professional services and donated 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 of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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.

1 Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff costs.

	2025	2024
Raising funds	23%	26%
Charitable activities	77%	74%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years straight line basis
Office equipment	3 years straight line basis

j) Debtors

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

k) Cash at bank and in hand

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

1 Accounting policies (continued)

l) Creditors

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

m) Financial instruments

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

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2 Prior year comparatives: statement of financial activities

	Unrestricted £	Restricted £	**2024 Total £**
Income from:			
Donations	255,105	121,853	**376,958**
Charitable activities	3,805	-	**3,805**
Investments	1,667	-	**1,667**
Total Income	260,577	121,853	**382,430**
Expenditure on:			
Donations	113,846	-	**113,846**
Charitable activities	134,814	190,933	**325,747**
Investments	-	-	**-**
Total expenditure	248,660	190,933	**439,593**
Net income / (expenditure) and net movements in funds	11,917	(69,080)	(57,163)

3 Income from donations

	Unrestricted	Restricted	2025 Total
	£	£	£
Grants:			
Barrow Cadbury Trust	-	73,223	**73,223**
AB Charitable Trust	29,000	-	**29,000**
Esmee Fairbairn	50,500	-	**50,500**
Firebird Foundation	20,000	-	**20,000**
City Bridge Trust	-	25,300	**25,300**
Elsker Charitable	75,000	-	**75,000**
John Ellerman	26,000	-	**26,000**
The Jabbs Foundation	40,000	-	**40,000**
Triangle Trust 1949	-	17,228	**17,228**
Paul Hamlyn Foundation	44,000	-	**44,000**
Transforming Together	-	19,846	**19,846**
Other Donation	6,332	10,358	**16,690**
	290,832	**145,955**	**436,787**

3 Income from donations
Prior period comparative:

	Unrestricted	Restricted	2024 Total
	£	£	£
Grants:			
Lloyds Bank Foundation	-	-	**-**
Barrow Cadbury Trust	-	34,000	**34,000**
Daddyless Daughters Feasibility Study	-	2,000	**2,000**
Esmee Fairbairn	50,000	-	**50,000**
Rosa Fund	-	7,000	**7,000**
Paul Hamlyn Foundation	44,000	-	**44,000**
Smallwood Trust	-	25,356	**25,356**
The Pilgrim Trust	35,000	-	**35,000**
John Ellerman	31,000	-	**31,000**
Lankelly Chase	75,000	-	**75,000**
Greater Manchester Combined Authority (GMCA)	-	9,964	**9,964**
The Sisters' Trust	-	23,687	**23,687**
AB Charitable Trust	20,000		**20,000**
Other Donation	**105**	-	**105**
	255,105	121,853	376,958

4 Income from charitable activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Earned income	1,945	2,972	**4,917**	3,805
	1,945	**2,972**	**4,917**	**3,805**

5 Total expenditure

	Raising funds £	Charitable activities £	Support and governanc £	2025 Total £
Staff costs (note 6)	40,667	169,614	43,890	**254,172**
Other staff and volunteer costs	-	2,858	11,388	**14,246**
Freelance costs	-	1,225	14,559	**15,784**
Partners, consultants and research	-	16,758	1,939	**18,697**
Events	-	402	20	**422**
Web, phone and I.T.	-	-	6,520	**6,520**
Office costs	-	-	27,722	**27,722**
Legal and professional	14,608	-	21,555	**36,163**
Depreciation	-	-	3,073	**3,073**
Sub-total	**55,275**	**190,856**	**130,666**	**376,798**
Allocation of support and governance costs	32,667	98,000	(130,666)	**-**
Total expenditure	87,942	288,856	-	**376,798**

Total governance costs were £1,080 (2024: £1,080).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance £	2024 Total £
Staff costs (note 6)	46,154	156,827	85,483	**288,465**
Other staff and volunteer costs	-	1,018	19,180	**20,198**
Freelance costs	-	7,500	10,500	**18,000**
Partners, consultants and research	-	18,294	2,893	**21,187**
Events	-	4,589	-	**4,589**
Web, phone and I.T.	-	-	8,025	**8,025**
Office costs	-	-	30,803	**30,803**
Legal and professional	21,852	-	24,087	**45,939**
Depreciation	-	-	2,389	**2,389**
Sub-total	**68,006**	**188,227**	**183,359**	**439,593**
Allocation of support and governance costs	44,633	133,898	(178,531)	**-**
Total expenditure	112,639	322,125	4,828.68	**439,593**

6 Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Depreciation	**3,073**	2,389
Independent examiner's remuneration:		
Independent examination (excluding VAT)	**1,080**	1,080

7 Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**224,912**	254,040
Social security costs	**18,038**	11,141
Pension costs	**11,222**	23,283
	254,172	288,465

The following number of employees received employee benefits (excluding employer National Insurance and employer pension) over £60,000, during the year in the following band:

	2025	2024
£60,000 - £69,999	**1**	**1**

The total employee benefits of the key management personnel (Chief Executive Officer and Deputy Chief Executive) were £122,840 (2023: £129,343).

	2025	2024
	No.	No.
Average head count	**5**	6

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer equipment £	Office equipment £	Total £
Cost			
At the start of the year At 1 May 2024	9,637	358	9,995
Additions in year	2,373	-	2,373
At the end of the year At 30 April 2025	**12,010**	**358**	12,368
Depreciation			
At the start of the year At 1 May 2024	6,815	108	6,923
Charge for the year	2,954	119	3,073
At the end of the year At 30 April 2025	**9,769**	**227**	9,996
Net book value			
At the end of the year At 30 April 2025	**2,241**	**131**	2,372
At the start of the year 30 April 2024	2,822	250	3,072

10 Debtors

	2025 £	2024 £
Trade Debtors	**1,075**	530
Prepayments	**2,056**	841
	3,131	1,371

11 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	**8,477**	14,295
Accruals	**2,941**	8,796
Tax and social security	**2,116**	1,915
Deferred Income	**25,000**	-
	38,534	25,007

12 Analysis of net assets between funds - current Year

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	2,372	2,372
Current assets	70,314	234,757	305,071
Current liabilities	-	(38,534)	(38,534)
Net assets at 30 April 2025	**70,314**	**198,595**	**268,909**

Analysis of net assets between funds - prior year

	Restricted funds £	General funds £	**Total funds £**
Tangible fixed assets	-	3,072	**3,072**
Current assets	45,161	180,034	**225,195**
Current liabilities	-	(25,007)	**(25,007)**
Net assets at 30 April 2024	45,161	158,099	**203,260**

13 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
Restricted funds					
Tampon Tax (Mind project)	8,187	-	(8,187)		**-**
MIND Event	523	-	(523)		**-**
Transforming Together	9,110	19,846	(35,623)	1,746	**(4,921)**
City Bridge Trust	-	25,300	(1,875)	-	**23,425**
The Sisters' Trust - Fundraising	4,695	-	(4,695)	-	**-**
The Sisters' Trust - Event	6,400	-	-		**6,400**
Rosa Voices from the Frontline	7,000	-	(7,000)	-	**-**
Triangle Trust 1949	-	17,228	(9,508)	-	**7,720**
Lancashire Women: Lottery - Digital Fund	7,500	-	(5,057)	-	**2,443**
Barrow Cadbury	-	73,223	(40,448)	-	**32,775**
Big Give - WAN	-	10,358	(10,358)	-	**-**
Double Disadvantage	-	2,472	-	-	**2,472**
Daddyless Daughters Feasibility Study	-	500	(500)	-	**-**
Smallwood Trust	1,746	-	-	(1,746)	**-**
Total Restricted Funds	**45,161**	**148,927**	**(123,774)**	**-**	**70,314**
Unrestricted Funds					
General Funds	158,099	293,521	(253,024)	-	**198,595**
Total Unrestricted Funds	**158,099**	**293,521**	**(253,024)**	**-**	**198,595**
Total funds	**203,260**	**442,447**	**(376,798)**	**-**	**268,909**

Purposes of restricted funds

Public Health Research Council / NatCen Social Research

Often overlooked- Agenda published new research, undertaken by analysts at the National Centre of Social Research, which focused on connections between poverty and non-suicidal selfharm in young women across England. It is based on new analysis of data from more than 20,000 people.

Tampon Tax (Mind project)

This is funding for a forthcoming project in partnership building on the Women Side by Side Project.

MIND Event

Agenda and Mind have collaborated on a roundtable on 'Addressing current and future challenges in women and girls' mental health post Covid-19'.

Paul Hamlyn Foundation

Girls Speak- This is Agenda's campaign to ensure girls and young women facing inequality, poverty and violence get the support and protection they need. By working directly with girls, we will ensure their needs and experiences are taken into account in policy and practice – creating real, lasting change for girls across the country.

Lloyds Bank Foundation Transform/AVA

Breaking Down the Barriers in Greater Manchester- This project in partnership with AVA took forward the findings of The Commission on Domestic and Sexual Violence and Multiple Disadvantage. Through collaborative work in Greater Manchester the project influenced local policy makers to improve responses to survivors with multiple disadvantage.

Lloyds National Criminal Justice Programme

Young Women's Justice Project- In partnership with The Alliance for Youth Justice the Young Women's Justice Project is part of our 'Girls Speak' campaign and will engage with young women (17-25), front-line practitioners, and other experts, over two years with the aim of:

- Building a strong and credible evidence base about the needs of girls and young women incontact with the CJS;
- Influencing government policy and strategies to take account of younger women, with a focus on Black Asian and minority ethnic and care experienced girls and young women;
- Enabling the development of effective practice through more gender and age-informed policy; and
- Empowering girls and young women as advocates to safely share their experiences and use their

The Sisters' Trust - Fundraising

The Sisters' Trust funded additional fundraising capacity for Agenda.

The Sisters' Trust - Deputy CEO

The Sisters' Trust are supporting additional senior capacity for Agenda, by funding the Deputy CEO

The Sisters' Trust - Event

The Sisters' Trust are funding an event, co-produced with women with lived experience of multiple disadvantage, to set out key policy priorities to support the women and girls most at risk in our society.

Esmee Funder Plus

Agenda received funding from Esmée Fairbairn's Funder Plus programme for support with the development of a fundraising strategy.

Purposes of restricted funds (continued)

Lankelly Chase

Stakeholder Perceptions Audit- Agenda undertook a stakeholder perception audit to support the development of our new strategy.

Staff Wellbeing- This grant has enabled us to invest in staff wellbeing, for instance through clinical supervision and social events.

Lancashire Women: Lottery Digital Fund

Agenda is working in partnership with Lancashire Women on Developing Digital Early Intervention Support for Women facing Multiple Disadvantage.

Barrow Cadbury

This grant is to support the staffing costs for Agenda's core work programme.

Double Disadvantage

Agenda worked in partnership with 5 other organisations to develop an action plan to address the recommendations presented in the Double Disadvantage report (2017). The collaboration was led by Hibiscus and funded by Barrow Cadbury Trust.

Smallwood Trust

This project is working in a local area - Tyne and Wear - to research, explore and map how public services have changed during the Covid-19 crisis and how these can be redesigned postpandemic to better meet the needs of women and girls facing multiple disadvantage.

Treebeard Trust

Funding from Treebeard Trust will enable the Deputy CEO (an existing post) to take on the role of reviewing and building our membership, to meet Agenda's strategic goal of convening an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs. To enable this Agenda will recruit a new role of Policy & Campaigns Manager (appointed June 2023) to manage the policy team and oversee delivery of Agenda's core projects. The funding will be utilised between November 2022 and May 2024, and will cover associated costs for the work, including part salary contributions for the Deputy CEO and others in the team working on this project

13 Movements in funds (continued)

Prior period comparative

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
Restricted funds					
Tampon Tax (Mind project)	8,187	-	-	-	8,187
MIND Event	523	-	-	-	523
Transforming Together	-	19,846	(10,736)	-	9,110
Lloyds National Criminal - Justice	32,406	-	(32,406)	-	-
The Sisters' Trust - Fundraising	4,695	-	-	-	4,695
The Sisters' Trust - Deputy CEO	2,461	23,687	(26,148)	-	-
The Sisters' Trust - Event	6,400	-	-	-	6,400
Esmee Funder Plus	2,320	-	(2,320)	-	-
Rosa Voices from the Frontline	-	7,000	-	-	7,000
Treebeard Trust	30,000	-	(30,000)	-	-
Lancashire Women: Lottery - Digi	7,500	-	-	-	7,500
Barrow Cadbury	623	34,000	(34,623)	-	-
GMCA Learning Partner	-	9,964	(9,964)	-	-
Double Disadvantage	354	-	(354)	-	-
Daddyless Daughters Feasibility S	-	2,000	(2,000)		-
Smallwood Trust	18,772	25,356	(42,382)	-	1,746
Total Restricted Funds	114,241	121,853	(190,933)	-	45,161
Unrestricted general funds	146,182	260,577	(248,660)	-	158,099
Total funds	**260,423**	**382,430**	**(439,593)**	**-**	**203,260**

14 Related party transactions

There were no related party transactions during the current or prior period.

AGENDA CIO

England & Wales - Charity number 1179417

Accounts

Charity no. 1179417

Agenda CIO

Report and Unaudited Financial Statements

30 April 2024

Charity number	1179417
Registered office and operational address	Until 31st July 2023: 35-47 Bethnal Green Road, London E1 6LA From 1st August 2023: Shoreditch Exchange, Senna Building, Gorsuch Place, London, E2 8JF
Trustees	The trustees who served during the year and up to the date of this report were as follows:

Kaammini Chanrai	
Victoria Harfield	(Treasurer (Vice Chair until March 2024)
Henrietta Imoreh	
Laura McIntyre	
Polly Neate	(stepped down in December 2023)
Lynn Percival	
Shivani Uberoi	(stepped down in March 2024)
Shani Newbold	(appointed June 2023)
Rani Patel	(appointed June 2023)
Shiryn Sayani	(appointed June 2023)
Abigail Ayers	(appointed June 2023)
Lilly Bell	(appointed June 2023, resigned September 2024)
Tanya Tracey	(appointed March 2024
Saffron Cordery	(appointed March 2024

Chief executive officer	Indy Cross
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiners	Accountability Europe Limited Omnibus Workspace, 39-41 North Road London N7 9DP

Agenda CIO

Report of the trustees
For the year ended 30 April 2024

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from 1 January 2019).

Structure, Governance and Management
Agenda is a Charitable Incorporated Organisation, charity number 1179417, its members are its charity trustees. Its governing document is a constitution registered 1 August 2018.

Agenda became a registered charity in 2018. It had previously been hosted by The Young Foundation. On 1 October 2018 Agenda span out from the Young Foundation and became independent.

Overall governance of Agenda is the responsibility of the trustees. The day-to-day running of the organisation is delegated to the CEO. For seven weeks in Q1 (May and June) 2023, the CEO was undergoing treatment for breast cancer, so the role was covered by Deputy CEO, Jessica Southgate.

On founding on 1 August 2018, Agenda had three trustees, who had previously sat on Agenda's steering group. These were:
- Polly Neate for 4 years;
- Esther Sample for 3 years; and
- Liz Hogarth for 2 years.

Apart from the first charity trustees, every appointed trustee must be appointed for a term of four years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

This year, the Trustees onboarded and inducted five new Trustees to the Board, in order to fill skills gaps and diversify the Board, to better enable us to achieve our new 5-year strategic plan.

Trustees meet at least quarterly. There are two sub-committees and one
'Task and Finish' subgroup:
- Finance, Risk and Fundraising Committee, chaired by the Treasurer.
- HR Committee, chaired a Trustee Shivani Uberoi.
  - Alliance Development Subgroup

Agenda was founded as an Alliance and now has over 100 members who have signed up to support our mission and values.

Objectives and activities
Agenda's objects are
- To promote the support and protection of health of women and girls who are suffering, or have suffered from, or are at risk of domestic, sexual or other violence;
- The prevention or relief of poverty or financial hardship amongst women and girls by providing or assisting in the provision of education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient;
- The relief of the physical and mental sickness of women and girls in need by reason of addiction to alcohol, drugs or any other substance; and
- Such other exclusively charitable purposes according to the law of England and Wales as the charity trustees determine from time to time.

To achieve those objectives Agenda works to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction and homelessness get the support and protection they need. We campaign for systems and services to be transformed. We raise awareness across sectors and promote public and political understanding of the lives of women and girls facing multiple disadvantage. We do this through research and making and supporting the implementation of proposals designed to improve provision.

Public benefit

Agenda works to create a society where women and girls can fulfil their potential and live their lives free from inequality, poverty and violence. The notion of public benefit is enshrined in our objectives and we do not restrict access to this benefit. The board of trustees has had regard to the Charity Commission's guidance on public benefit as they established Agenda as an independent charity and agreed the charity's objectives and priorities.

Our purpose

We want public services to respond better to the distinct and multiple unmet needs of women and girls, including appropriately responding to gender, age, race and trauma.

For the whole system to respond better, we stand in solidarity with the voluntary sector and advocate for them to be empowered.

Our mission

We advocate and campaign for systems and services to respond appropriately to women and girls with unmet needs.

Our vision

Ending the cycle of trauma and harm so that all women and girls can thrive

Our values

Our values are our guiding principles for our work to deliver our mission. It is who we are and how we behave.

We promise to be:

INTERSECTIONAL We understand that the most disadvantaged women and girls experience multiple types of intersecting trauma and disadvantage. So, we approach our work in a way that cuts across services, sectors and systems that are there to support the full breadth of issues and disadvantages that women and girls face.

COURAGEOUS We are courageous in speaking out and taking action for and with all women and girls. We stand in solidarity with all women and girls and provide platforms for their views and voices. We campaign confidently, with pride, strength and grit.

CREDIBLE We design campaigns that are grounded in robust evidence, proven good practice and the experiences of women and girls. We are committed to constant learning from the wider sector and our Alliance members – including small, specialist, front-line organisations – and learning from women and girls.

CLEAR We communicate with clarity and try to be as clear as possible, so that everybody can understand, contribute and join our social movement. We speak in plain English and are committed to translating into different languages when required, included BSL. We do not waffle and are impactful when we present.

COLLABORATIVE We collaborate with others in a meaningful way and stay true to our history of convening the sector. We will continue to listen to different perspectives and draw strength from diversity. We seek to develop shared understanding, to find new ways of talking, thinking and working across divides and boundaries.

Our activities and impact

COVERING May 2023 – April 2024

This year has seen Agenda make significant strides towards progressing the goals of our new strategy (2023-2027) and put in place the foundations needed to enable to us to champion further change in the years ahead for women and girls with multiple unmet needs. We have begun significant work to review how we measure and understand our impact, reviewed how we can best work with our alliance members, continued on a journey towards becoming anti-racist and more inclusive in our practice, focused on taking steps towards diversifying our income, and refreshed our board, including recruiting new Trustees and at the end of the year, two new Co-Chairs.

Throughout the year Agenda Alliance has continued to advocate and campaign for systems and services to respond appropriately to women and girls with unmet needs – working with parliamentarians, officials, policy makers and across our alliance membership to ensure that women and girls at most risk of being overlooked, are reflected in decision making. We have consistently used opportunities to share our evidence and examples of good practice in our media and campaigns work, and have joined with the voices of others across the sector, and women with lived experience of multiple unmet needs, in solidarity and support of wider campaigns. We continue to grow our evidence base around girls and women facing multiple disadvantage, providing our members, the wider sector, funders and decision makers with a compelling case for change, improve their own work and evidence the need for gender, trauma, age and culturally responsive support that responds to women and girls' needs.

Below sets out our activities and achievements throughout the year 2023-2024, across each of our strategic goals.

Our strategic goals (2023-2027)

1. Convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs.
2. Mature and build the charity's foundations, including embedding women and girls' voices and strengthening our internal systems to become resilient and sustainable.
3. Develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services. This will be the flagship project in collaboration with the Alliance members.
4. Reduce the number of girls and young women being excluded from school.
5. Call for criminal justice to respond better to women's unmet needs – our particular target is the Young Women's Strategy.
6. Ensure women and girls' mental health is prioritised in Government Policy.

Activities across our strategic goals

1. **Convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs**

Alliance development

This year we have focused on how Agenda can best convene an Alliance that is empowered, cohesive and has regular opportunities to influence public policy and practice. This process has built on years of learning since Agenda was first founded of what has been most effective in working with our members to collectively help end the cycle of trauma and harm so women and girls can thrive.

In December 2023 we ran a member survey, held online discussions, and spoke with many of our members directly to hear their reflections. From this we learnt that members want to: contribute to campaigns that drive meaningful change for women and girls; be part of a growing cross-sector movement, connecting national influencing with front line expertise; participate in knowledge sharing and practice exchange; influence system change at a local level; provide coproduction opportunities for women and girls they work with; and get involved in research to develop the evidence base.

Comments from our member survey demonstrate the significant positive impact we have made to and for our members.:

“[Agenda is a] leading, knowledgeable voice - an organisation we can go to for clear and authoritative views, advice and guidance" (funder)

"*The shared knowledge and experiences have been instrumental in shaping our approach to addressing the needs of women and girls facing inequality."* (women's centre)

"A collaborative style, genuine partnership working and authoritative communications." (network)

“Allowing our women to feel powerful because their voices are being heard and issues they believe is important and Agenda Alliance also make that issue important." (young women's project)

"As a non-campaigning organisation ourselves it is extremely important to have a strong national ally who can speak on behalf of the women we serve and highlight, create a platform for their voices to be heard in order to address social injustices." (women's centre)

Throughout this process, we have continued working closely with our members to ensure they have regular opportunities to get involved in our work and their views are reflected in our messages and priorities. Over the coming year we will continue exploring ways to better enable these activities, including more systems for members to get directly involved in influencing, whilst recognising members diversity, expertise, and capacity.

Transforming Services for Women’s Futures

We launched our Transforming Services for Women’s Futures report, *Dismantling Disadvantage,* at an event to be held in Westminster in July 2023, hosted by Jess Phillips, Shadow Minister for Domestic Violence and Safeguarding. The final report of this project, in partnership with Changing Lives and focusing on Tyne and Wear and Northumbria, demonstrated the shocking scale and consequence of not meeting women's needs, finding that a woman in the North East was 1.7 times as likely to die early as a result of suicide, addiction or murder than in the rest of England and Wales.

Seven of the women researchers with lived experience who participated in the project attended the event, with five sharing their insights and hopes around the issues discussed in the report. They spoke alongside a panel with speakers including Nicole Jacobs, Domestic Abuse Commissioner, Hannah Davies, Director at Health Equity North , and Jasmine Mohammed, Director at Safety for Sisters.

A summary of the evaluation of the project, by Dr Hayley Alderson and Dr Ruth McGovern from Newcastle University, highlighted the many strengths of the work, including the central nature of co-production throughout and the importance of local stakeholder networks. We have taken forward valuable learning from this for our future projects.

As part of influencing activities following the report publication, we took part in a Northeast event, co-hosted by Kim McGuinness, then Northumbria PCC (who wrote the foreword for *Dismantling Disadvantage*). At that event we shared our findings and announced continuation funding from the Smallwood Trust to support the development of a Transforming Together network. This group is comprised of 61 network members, including 4 women experts by experience and over 10 specialist organisations.
Throughout the year the network has been developing a shared vision for local systems change, including engaging with the soon to be established North East Mayoral Combined Authority with the aim of improving local approaches, breaking down siloed working and developing multi-agency practice to improve local services so that they can meet the needs of disadvantaged women and girls. In the spring we wrote to all Northeast Mayoral candidates asking them to commit to improving support for marginalized women, which Kim McGuiness (Mayoral candidate) committed to. We have seen significant shared ambition to create this change, including funds for specialist women drugs and alcohol service ringfenced as part of local contract in Newcastle (meeting one of our recommendations from Dismantling Disadvantage).

This network will meet regularly until summer 2025, and help enact the report's recommendations. We look forward to supporting this work to progress.

Greater Manchester Learning Partner

This year we were delighted to be commissioned by the Greater Manchester Combined Authority (GMCA) to act as a learning partner of their local Tackling Women and Multiple Disadvantage Steering Group. This followed earlier work in Greater Manchester with local services, officials and decision makers across the ten boroughs and combined authority (*Tackling Multiple Disadvantage in Greater Manchester* and *Devolution and women's disadvantage*, Agenda and AVA, 2021), funded by Lloyds Bank Foundation. Over the year we worked with the group to explore systemic change women experiencing domestic abuse/gender-based violence and multiple unmet needs, with experience of multiple child removals.

We gathered local evidence, including interviewing 10 women who are expert by experience, supported by Co-Chair of the project, Agenda trustee and Changing Futures Worker at WHAG, Lily Lewis-Bell. The women shared their insights, including about the role of social workers and police in child removal; the need for joined-up support; and the ways in which the current system traps women in a cycle of child removal. The focus of evidence gathering was to understand the problem locally, see where the greatest room for opportunity for change was and identify practical, action-focused recommendations with clear 'asks' of the system.

In the summer of 2024 we will publish this report, and present findings and recommendations back to the Steering Group with the goal of seeing future policy and practice change in this area.

General Election 2024

Ahead of an anticipated General Election in 2024, we ceveloped priorities in consultation with members through focus groups. This work has involved shaping policy asks which cut across member interests and focus on prevention, meaningful investment in and partnership with the specialist women and girls' voluntary sector, and engaging experts by experience in shaping policy at all stages. We are also asking Government to introduce gender-informed policy design as a matter of course across all government departments. At the centre of these themes is our core ask that the next Government introduce the position of a dedicated Secretary of State for Women and Girls. We met with over 30 members during the consultation process working across VAWG, sex work, housing and homelessness, substance use, criminal justice, infrastructure bodies and mental health.

2. **Mature and build the charity's foundations, including embedding women and girls' voices and strengthening our internal systems to become resilient and sustainable**

Work to build Agenda's foundations has continued to be critical this year, as we have embedded new internal systems, reviewed our governance, prioritised income generation and welcomed new staff.

Women and girls' voices

Throughout the year we have continued to centre the voices and experiences of women and girls with lived experience of unmet needs across our policy, research and campaigns, including through our projects Transforming Services for Women's Futures, our work in Greater Manchester and our Young Women's Justice Project.

Our Women's Advisory Network has met regularly throughout the year, and have developed a charter, setting out how their want to shape their meetings and some core priorities they would like to address throughout the year. The group been involved in shaping policy recommendations, contributed to media, spoken at events and helped shape our developing work around impact measurement.

As part of our commitment to improving co-production practice more widely, we have shared our approach with others on how co-production can be done respectfully, ethically and meaningfully in a trauma- gender and culturally responsive way. This included presenting with five women with lived experience to over 100 officials in the Home Office about ways in which Agenda Alliance embeds the voices of lived experience in our work, and sitting on the steering group of a network convened by the Domestic Abuse Commissioner' Office on lived experience involvement across the VAWG sector.

We have reviewed our ways of working internally, and developed a public-facing document setting out our approach to co-production, in consultation with women with lived experience. This is aimed at helping members understand our approach to coproduction; women and girls seeking coproduction opportunities with Agenda, and other stakeholders looking to work with us. This was published on International Women's Day (8 March 2024), alongside a video made with members of Women's Advisory Network (WAN) around the theme #InspireInclusion.

This year we were pleased to receive funding from Rosa to develop a video defining multiple unmet needs in partnership with women and girls with lived experience. We are currently in scoping phase for this project, which will be produced in the coming year. We aim to work with the Women's Advisory Network to tell this story, and for the group to be involved through filming, audio recording and consultation during production phase.

We know from women and girls we work the positive impact of working in this way. One woman, who Agenda worked with this year said:

"This has been one of the best things I've taken part in. At times, certain things we have discussed have been hard, but I've been well supported by the other women. I've been involved in all stages of the project. I've been able to have a voice and been heard."

Strengthening governance

We began this year having recruited five new trustees to our board (confirmed at our June 2023 board meeting), who fulfil the gaps in skills needed on our Board, including campaign development, HR/recruitment and development and racial equity. We ended the year with the recruitment of two new Co-Chairs, which is a model of chairing a Board that is very much aligned with our feminist values. One of our Co-Chairs comes with experience of this model in another women's criminal justice charity, which helped to develop an effective way of working.

Agenda Alliance now has a Board that brings with it lived experience of the issues that we work on, such as trauma, criminalisation, sexual and domestic violence and discrimination. The Board is therefore more representative of our alliance members and the women and girls we advocate for, allowing our strategic decisions to be rooted in the real-life experiences of women and girls with multiple unmet needs. Lived experience at Board-level creates the conditions for the embedding of meaningful coproduction and co-design and allows inclusive practice to take place.

Anti-racism at Agenda Alliance

Our internal anti-racism journey has continued internally with staff and trustee training, ways in which white supremacy presents itself through our work, and internal discussions to consider how we can make our work more inclusive, anti-oppressive and anti-racist. These training sessions had been put on pause while our CEO recovered from cancer treatment, and to allow new trustees to join, and resumed in the summer of 2023.

Our CEO shared a blog to set out transparently the work Agenda is doing as a team in this space, and in the coming year we will be reviewing how best to can embed this across our work and develop our anti-racism vision. This will give us a framework for how we approach all our activities, including policy, campaigning, alliance membership, platforming voices and championing specialist organisations led by and for Black, Asian and minoritised women and girls, with anti-racism at the very heart.

Impact measurement

In 2025 it will be 10 years since Agenda started work so this year we began work with a consultancy (Justice Futures) to help us effectively measure and assess the impact of our work since we began. The team has worked with Agenda staff, board, members, Women's Advisory Group members and key stakeholders to review our current approach to impact measurement and develop a renewed approach. Through this work, we are looking to understand what has worked in our approach so far, develop a set of tools that allows us to track impact more effectively in future, and use this learning to shape how we work in future. In the coming year we will produce an impact report for our 10-year anniversary.

3. **Develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services**

Racism in public services

As part of our work to scope how racism in public services impacts on women with multiple unmet needs, we have identified project goals and carried out an initial literature review to scope existing evidence in this space, to understand the far-reaching impacts of racism in these spaces and consider how Agenda can help bring about systemic change to address the harms caused to women and girls by racism in public services.

We are working to maintain and develop new relationships with organisations and individuals and will deliver the next stages of this work in partnership with specialist by and for organisations and members working with Black, Asian, minoritised and migratised communities to ensure their perspectives are centred. We recognise there is a fatigue around organisations producing new reports around diversity and inclusion, which do not always lead to real change. We, therefore, want to contribute in a way that has impact, focuses on the experiences of women facing multiple unmet need, and amplifies existing work rather than continuing to contribute further evidence of racism that does not lead to action.

Following the open letter we signed to Met Police Commissioner, with the Fawcett Society, Runnymede, and Muslim Women's Network in March 2023, raising our concerns following the damning revelations of outlined in the Casey Report, we were invited to meet the Commissioner, Mark Rowley alongside the Met's lead for Domestic Abuse. We discussed our shared concerns about levels of institutional misogyny and racism in the police force, and were able to share some of the insights young women had shared with us through the Young Women's Justice Project.

4. **Reduce the number of girls and young women being excluded from school**

In February 2024 we published our data analysis of government 2021/22 exclusions data, which demonstrated continuing disproportionality amongst Black Caribbean girls, Gypsy and Roma girls and Irish Traveller girls. The data revealed girls from a Black Caribbean background were excluded at double the rate of white British girls, and girls who were Travellers of Irish Heritage, and Gypsy/Roma girls, were excluded at around three times the rate of white British girls. This builds on our last three years of data analysis of data we have requested from the Department for Education on exclusions and suspensions, which has showed ongoing and considerable levels of ethnic disproportionality amongst some groups of Black and minoritised girls and young women.

We worked with Milk Honey Bees, and one of the young women they work with, to develop a quote for the press release. This data was engaged with extensively on social media, and received in depth coverage in The Independent and The Big Issues, with comment from key stakeholders and Violet (who has lived experience of exclusion).

We are actively developing relationships with organisations in this space and considering how absenteeism, suspension, late diagnosis of neurodivergence and mental health needs impact girls and young women who are excluded, as well as how many women are being criminalised for the non-attendance of their children. In the coming year we will carry out interviews and focus groups with girls who have experienced exclusions through a pupil referral unit, as well as speaking to mothers who have experienced criminalisation due to the non-attendance of their children at school.

5. Call for criminal justice to respond better to women's unmet needs

Young Women's Justice Project (YWJP)

This year we completed the final year of funding from Lloyds Bank Foundation, and continued to make progress in highlighting the specific challenges facing younger women in the criminal justice system.

We published our latest briefing, *A Call to Action: Developing gender-sensitive support for young women*, in November 2023. Eighteen members were involved in developing evidence for this briefing, and we worked with one young woman with lived experience to develop our press release and who was involved in media work. This build on evidence developed through the project and emerging from a sector discussion with our project partner, Alliance for Youth Justice (AYJ), and 20+ sector colleagues, who shared examples of good practice in supporting girls and young women in touch, including Black, Asian and minoritised girls.

Following this, we held an event in partnership with the Association of Police and Crime Commissioners (APCC) Women in the Criminal Justice System Working Group to present our Call to Action briefing. We worked with new Alliance member Aliyah Ali, founder of Daddyless Daughters, who brought her lived and learnt experience to add weight to the recommendations for criminal justice practitioners and decision makers. In total 36 representatives from 25 different PCC offices attended. The APCC expressed an interest in running similar events with us in the future, and several attendees intended to bring the findings of the briefing to their Local Criminal Justice Boards, which will help us to continue bringing the needs of girls and young women in touch with the criminal justice system to a wider audience.

Throughout the year we met with and convened Police and Crime Commissioners (PCCs), policing bodies and HMPPS, to encourage them to recognise and champion young women's needs in the criminal justice system as a priority issue. This year we met with: Kate Green (Deputy Mayor and PCC for Manchester); Bethany Swanson (Sophie Linden's Office, Deputy Mayor and PCC role holder for London); and Ruth Durham (Chief of Staff for Kim McGuinness, PCC for Northumbria); PCC Emily Spurrell (Merseyside); and the West Midlands PCC office, discussing a range of issues around responses to, and provision for, young women and girls who are criminalised.

We have continued to press the HMPPS to publish a Young Adult Women's Strategy, as promised in December 2021. We have maintained active engagement with the Womens Directorate in HMPPS and MoJ, and raised the need for this strategy through our role on the HMPPS Women's Directorate Board for the Young Women's Pilots in both HMP Bronzefield and HMP Styal prisons. In a response to a parliamentary question tabled by Bell Ribeiro-Addy on our behalf, Alex Chalk (Secretary of State for Justice) confirmed that the strategy was moving ahead. This demonstrates the impact of our approach to maintaining pressure around areas which otherwise risk being forgotten. We have since met regularly with the official leading on the Young Women's Strategy drafting and publication, emphasising that this should be co-produced with girls and young women with lived experience, and that the sector must also be appropriately engaged.

We have continued to learn from the good practice of our members, including visiting the Newham Probation Hub, a specialist service for young women and girls in touch with probation hosted at the Advance women's centre in Stratford and run by MOPAC. This provided an excellent example on gender-, age-, trauma- and culturally-sensitive practice and was highlighted as a 'spotlight' through our *A Call to Action* briefing.

This year we applied for further towards the future of the YWJP. If this bid is successful, in the coming year, we will focus on local systems change and national influencing, especially around ensuring a Young Women's Strategy is delivered and continuing prioritisation of this policy area post-general election, as well as re-forming our Young Women's Advisory Network with a focus on experience of the criminal justice system.

We have been delighted to see the evidence we produce support our members to grow their own work in this space, such as Muslim Women in Prison who won funding for further research into young Muslim women in the justice system, in partnership with academics at Leeds Beckett University, following their involvement in the Young Women's Justice project and their significant expertise in this space.

Daddyless Daughters feasibility study

This year we worked with one of our members, Daddyless Daughters, to develop evidence in support of a feasibility study they developed. Designed to make the case to a funder, this study set out the case for provision of specialist housing to girls and young women who have had contact with the criminal justice system. We conducted a professionals roundtable, six interviews with young women, and wrote up the findings for submission in April 2024. This explored the physical elements of a trauma-informed setting; the difference safe housing could make for young women; the roles of different practitioners such as police and probation; and how outcomes of such housing could be measured.

If funded, we will follow this pilot project with interest, as an innovative example of good practice that builds on what we have learnt through the Young Women's Justice Project in an area where young women have told us they are commonly let down.

Double Disadvantage partnership

In support of our *Tackling Double Disadvantage* project (subsequently renamed: Women's Justice Reimagined') to improve outcomes and reduce inequalities and discrimination against Black, Asian, minoritised and migrant women in contact with the criminal justice system, we were proud to secure a Westminster Hall Debate on the issues. The debate was held in partnership with the Centre for Women's Justice, and tabled by Kate Osomar MP, with other speakers including Apsana Begum MP, Florence Eshalomi MP and Jess Phillips MP.

MPs spoke powerfully on the subject of Black, Asian and minoritised victims of violence against women and girls who were also criminalised, raising issues including minoritised women's lack of faith in the justice system; lack of access to, and funding for, specialist services; gaps in data collection and analysis; the need for statutory defences for survivors of domestic violence; and the need for firewall to end the sharing of survivors' and witnesses' data between the police.

This year the partnership benefitted from additional resource from a new policy expert at Hibiscus Initiatives, which helped drive the work forward with even greater energy. The group has developed a revised shared purpose, vision, mission and values, and developed a proposal for further funding, in consultation with experts by experience, with the aim of developing the reach and impact of the partnership. If successful, Agenda will support on influencing plans, including forming a concise Commitment to Action for parliamentarians and supporting work to embed lived experience voice across partnership activity.

Women's Networking Forum

We have continued to work alongside Clinks to bring together specialist voluntary sector organisations working to support women in the justice system, through the quarterly Women's Networking Forum.

In the summer we held an in-person event around a showing of *Catch*, by Clean Break in partnership with Advance. *Catch* was developed with and is performed by women with experience of the criminal justice system or at risk of entering it. The play explores the multiple challenges women face and asks if re-entry into the criminal justice system is inevitable or if the support from the women's centre is enough to catch them.

September's forum brought together speakers from Commonweal and REFORM to explore different approaches to housing for women leaving prison. In December the group focused on sharing successes and achievements over the last year from forum members. In the spring 2024, the meeting had a focus on early intervention, prevention and diversion. Speakers included senior policing representatives from the National Police Chiefs Council and a speaker from Advance on their diversion work.

We continue to explore relevant and thematic areas that members of the forum would welcome the opportunity to explore together, and will programme our next year's events around these topics.

6) Ensure women and girls' mental health is prioritised in Government Policy

Throughout the year we have continued highlighting the alarming rates of poor mental health amongst the most marginalised women and girls and called for strategies to respond to this. We have developed relationships with other organisations and raised these concerns through campaign and policy influencing activities across the year.

We met with the Women's Health Ambassador for England, Dame Lesley Regan, focusing on the trauma-informed standard for women's mental health and plans for wider roll out and sector consultation to implement this effectively. We engaged with the Department for Health and Social Care, feeding back on their mental health equality tool with respect to its ability to meet specific gendered multiple disadvantage. We submitted a consultation response to the Department of Health and Social Care's Major Conditions Strategy Consultation, which replaced the previously promised 10-year plan for mental health and wellbeing. Our DCEO spoke at a panel event on the women's health strategy, held by Atticus partners, highlighting the importance of centring women's mental health within this work.

We also responded to several other policy announcements across the year, including the launch of the Suicide Prevention Strategy; amplified the issues facing marginalised women on World Mental Health Day; supported the Centre for Mental Health's Mentally Healthier Nation manifesto; responded to the King's Speech outlining how much-needed reform to the Mental Health Act would support women and girls, and co-signed a letter to the Prime Minister following the omission of reforms to the Mental Health Act; and co-signed a call to action co-ordinated by Liberty on a better response to mental health crisis calls.

Our achievements and impact

Over the year we have achieved considerable success across a range of areas, including:

- We have had 14 opportunities to put a case to key decision makers and influencers (e.g. ministers, officials, key parliamentarians and other influencers).
- We had nine mentions of Agenda campaign priorities in Parliament and other key forums, e.g. MPs tabling PQs following our engagement, debates & statements.
- We have generated relationships with ten new supportive MPs and peers, who we work with as our parliamentary champions.
- We have had 16 pieces of positive media coverage of issues e.g. national print and broadcast media, and our Twitter followers now number 7,788 followers.
- There have been 15 opportunities for women to have a platform at events, and via media and social media.
- We have directly influenced two policy statements, bills, policy documents and national guidance published this year.
- We have seen seven changes to local commissioning approaches and service provision (public and private statements from key local decision makers; published statements and documents) including private statements of support from Police and Crime Commissioners for changes in approach to young women, and the development of specialist drug and alcohol provision in Newcastle.

- We have provided 32 opportunities for women and girls with lived experience of the issues we work on to participate in consultations, interviews and focus groups, Advisory Group meetings, attending involvement forums and individual meetings.
- There have been five opportunities for women to put their case to decision makers directly, including speaking on a panel at the launch of our Transforming Services report in parliament.
- We now have 116 Alliance members, and we have developed eight pieces of partnership work with members in the last year, including with Daddyless Daughters, the Women's Treatment Working Group, Milk Honey Bees, ROTA, the Traveller Movement, partners involved in the Double Disadvantage project and Changing Lives.
- Eighteen Alliance members have been actively involved in consultation around our policy priorities for our General Election Campaign, 18 supported the launch of YWJP A Call To Action, a further 11 have supported Agenda's campaigns, and three members' have had a focus on gender in own work in the last year.

Financial review
During the 12-month period, the charity generated total incoming resources of £382,430 (2023: £374,605) and expended total resources of £439,593 (2023: £377,983).

As of 30 April 2024, Agenda CIO held 203,260 (2023: £260,423) in total reserves. Of this, 158,099 (2023: £146,182) was held as unrestricted funds, 45,161 (2023: £114,241) was held as restricted.

Reserves policy
The trustees have determined a target level of unrestricted reserves of 3-6 months' operating expenditure is realistic and appropriate, this equates to between £105,000 and £210,000 . The unrestricted funds at the end of the year were £158,099 (equates to 4.5 months), aiming to achieve 6 months reserves level in coming years.

Management of risk
The trustees have a risk management strategy that involves quarterly review of risks by the Finance, Risk and Fundraising committee and annually as a board. Systems of monitoring and mitigating identified risks is continually reviewed and implementation of procedures to minimize any impact of risks on the charity.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees 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 charity 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 Charities SORP;
- make judgements and accounting 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, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. 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 are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity have no liability to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Accountability Europe Limited were re-appointed as independent examiners to the charity during the year
and have expressed their willingness to continue in that capacity.

Approved by the trustees on **30/01/2025** and signed on their behalf by

Tanya Tracey – Chair

I report to the trustees on my examination of the accounts of Home-Start London for the year ended 30 April 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the CIO 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 CIO'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

Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no 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 CIO 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

……

Aamer Shehzad FCA

Accountability Europe Ltd

Omnibus Workspace

39-41 North Road

London N7 9DP

Date: **5 February 2025**

Agenda CIO
Statement of financial activities
For the year ended 30 April 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations and grants	**2**	255,105	121,853	**376,958**	153,150	219,613	372,763
Other income	**3**	3,805	-	**3,805**	954	-	954
Investments		1,667	-	**1,667**	888	-	888
Total income		**260,577**	**121,853**	**382,430**	154,992	219,613	374,605
Expenditure on:							
Raising funds		113,846	-	**113,846**	97,214	-	97,214
Charitable activities		134,814	190,933	**325,747**	128,116	152,653	280,769
Total expenditure	**4**	**248,660**	**190,933**	**439,593**	225,330	152,653	377,983
Net income / (expenditure) for the year		**11,917**	**(69,080)**	**(57,163)**	(70,338)	66,960	(3,378)
Transfers between funds		-	-	-	2,009	(2,009)	-
Net movement in funds	**5**	11,917	(69,080)	**(57,163)**	(68,329)	64,951	(3,378)
Reconciliation of funds:							
Total funds brought forward		146,182	114,241	**260,423**	214,511	49,290	263,801
Total funds carried		**158,099**	**45,161**	**203,260**	**146,182**	**114,241**	**260,423**

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the accounts.

Agenda CIO
Balance sheet
As at 30 April 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets:					
Tangible assets	**8**		**3,072**		3,417
			3,072		3,417
Current assets:					
Debtors	**9**	**1,371**		1,021	
Cash at bank and in hand		**223,824**		274,850	
		225,195		275,871	
Liabilities:					
Creditors: amounts falling due within one year	**10**	**(25,007)**		(18,865)	
Net current assets			**200,188**		257,006
Total net assets	**11**		**203,260**		260,423
Funds	**12**				
Restricted funds			**45,161**		114,241
Unrestricted funds:					
General funds		**158,099**		146,182	
Total unrestricted funds			**158,099**		146,182
Total funds			**203,260**		260,423

Approved by the trustees on **30 January 2025**
and signed on their behalf by:

……
Tanya Tracey – Chair

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Agenda CIO 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) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern based on the level of unrestricted reserves held at the year end. There are no material uncertainties about the charity's ability to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' 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.

d) Donated services and facilities

Donated professional services and donated 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 of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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.

1 Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff costs.

	2024	2023
Raising funds	26%	25%
Charitable activities	74%	75%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years straight line basis
Office equipment	3 years straight line basis

j) Debtors

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

k) Cash at bank and in hand

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

1 Accounting policies (continued)

l) Creditors

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

m) Financial instruments

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

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2 Prior year comparatives: statement of financial activities

	Unrestricted £	Restricted £	**2023 Total £**
Income from:			
Donations	153,150	219,613	**372,763**
Charitable activities	954	-	**954**
Investments	888	-	**888**
Total Income	154,992	219,613	**374,605**
Expenditure on:			
Donations	97,214	-	**97,214**
Charitable activities	128,116	152,653	**280,769**
Investments	-	-	**-**
Total expenditure	225,330	152,653	**377,983**
Net income / (expenditure) and net movements in funds	(70,338)	66,960	(3,378)

2 Income from donations

	Unrestricted	Restricted	**2024 Total**
	£	£	£
Grants:			
Lloyds Bank Foundation	-	-	**-**
Barrow Cadbury Trust	-	34,000	**34,000**
Daddyless Daughters Feasibility Study	-	2,000	**2,000**
Esmee Fairbairn	50,000	-	**50,000**
Rosa Fund	-	7,000	**7,000**
Treebeard Trust	-	-	**-**
Paul Hamlyn Foundation	44,000	-	**44,000**
Lottery Digital Fund	-	-	**-**
Smallwood Trust	-	25,356	**25,356**
The Pilgrim Trust	35,000	-	**35,000**
JOHN ELLERMAN	31,000	-	**31,000**
Lankelly Chase	75,000	-	**75,000**
Greater Manchester Combined Authority (GMCA)	-	9,964	**9,964**
The Sisters' Trust	-	23,687	**23,687**
AB Charitable Trust	20,000		**20,000**
Transforming Together	-	19,846	**19,846**
Other donations	-	**-**	**-**
Other Donation	105	**-**	**105**
	255,105	**121,853**	**376,958**

2 Income from donations
Prior period comparative:

	Unrestricted	Restricted	**2023 Total**
	£	£	£
Grants:			
Lloyds Bank Foundation	2,300	44,865	**47,165**
Barrow Cadbury Trust	5,850	33,000	**38,850**
Esmee Fairbairn	70,000	7,000	**77,000**
Treebeard Trust	-	30,000	**30,000**
Paul Hamlyn Foundation	40,000	-	**40,000**
Lottery Digital Fund	-	3,500	**3,500**
Smallwood Trust	-	50,331	**50,331**
The Pilgrim Trust	35,000	-	**35,000**
The Sisters' Trust	-	47,374	**47,374**
Double Disadvantage	-	3,543	**3,543**
	153,150	219,613	**372,763**

3 Income from charitable activities

	Unrestricted	Restricted	**2024 Total**	**2023 Total**
	£	£	£	£
Earned income	3,805	-	**3,805**	954
	3,805	**-**	**3,805**	**954**

4 Total expenditure

	Raising funds £	Charitable activities £	Support and governanc £	2024 Total £
Staff costs (note 6)	46,154	156,827	85,483	**288,465**
Other staff and volunteer costs	-	1,018	19,180	**20,198**
Freelance costs	-	7,500	10,500	**18,000**
Partners, consultants and research	-	18,294	2,893	**21,187**
Events	-	4,589	-	**4,589**
Web, phone and I.T.	-	-	8,025	**8,025**
Office costs	-	-	30,803	**30,803**
Legal and professional	21,852	-	900	**22,752**
Accounting, bookkeeping and payroll	-	-	23,187	**23,187**
Depreciation	-	-	2,389	**2,389**
Sub-total	**68,006**	**188,227**	**183,359**	**439,593**
Allocation of support and governance costs	45,840	137,520	(183,359)	**-**
Total expenditure	113,846	325,747	-	**439,593**

Total governance costs were £1,080 (2023: £1,800).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance £	2023 Total £
Staff costs (note 6)	37,847	116,898	81,800	**236,545**
Other staff and volunteer costs	-	5,090	12,139	**17,229**
Freelance costs	-	250	28,621	**28,871**
Partners, consultants and research	-	24,354	3,703	**28,057**
Events	-	279	-	**279**
Web, phone and I.T.	-	-	7,629	**7,629**
Office costs	-	-	29,788	**29,788**
Legal and professional	9,600	-	2,506	**12,106**
Accounting, bookkeeping and payroll	-	-	10,212	**10,212**
Depreciation	-	-	2,133	**2,133**
Strategic development	5,134	-	-	**5,134**
Sub-total	**52,581**	**146,871**	**178,531**	**377,983**
Allocation of support and governance costs	44,633	133,898	(178,531)	**-**
Total expenditure	97,214	280,769	-	**377,983**

5 Net movement in funds

This is stated after charging:

	2024	2023
	£	£
Depreciation	**2,389**	2,133
Trustees' remuneration	**Nil**	Nill
Trustees' reimbursed expenses	**Nil**	Nill
Independent examiner's remuneration:		
Independent examination (excluding VAT)	**1,080**	1,500
Other services (excluding VAT)	**Nil**	3,271

6 Staff costs and numbers

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**254,040**	209,167
Social security costs	**11,141**	12,663
Pension costs	**23,283**	14,715
	288,465	236,545

The following number of employees received employee benefits (excluding employer National Insurance and employer pension) over £60,000, during the year in the following band:

	2024	2023
£60,000 - £69,999	**1**	-

The total employee benefits of the key management personnel (Chief Executive Officer and Deputy Chief Executive) were £122,840 (2023: £129,343).

	2024	2023
	No.	No.
Average head count	**6**	5

7 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

8 Tangible fixed assets

	Computer equipment £	Office equipment £	Total £
Cost			
At the start of the year At 1 May 2023	7,843	108	7,951
Additions in year	1,794	250	2,044
At the end of the year At 30 April 2024	**9,637**	**358**	9,995
Depreciation			
At the start of the year At 1 May 2023	4,426	108	4,534
Charge for the year	2,389	-	2,389
At the end of the year At 30 April 2024	**6,815**	**108**	6,923
Net book value			
At the end of the year At 30 April 2024	**2,822**	**250**	3,072
At the start of the year 30 April 2023	3,417	-	3,417

9 Debtors

	2024 £	2023 £
Trade Debtors	**530**	180
Prepayments	**841**	841
	1,371	1,021

10 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	**14,295**	7,096
Accruals	**8,796**	6,431
Tax and social security	**1,915**	5,338
Other creditors	**-**	-
	25,007	18,865

11 Analysis of net assets between funds - current Year

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	3,072	3,072
Current assets	45,161	180,034	225,195
Current liabilities	-	(25,007)	(25,007)
Net assets at 30 April 2024	**45,161**	**158,099**	**203,260**

Analysis of net assets between funds - prior year

	Restricted funds £	General funds £	**Total funds £**
Tangible fixed assets	-	3,417	**3,417**
Current assets	114,241	161,630	**275,871**
Current liabilities	-	(18,865)	**(18,865)**
Net assets at 30 April 2023	114,241	146,182	**260,423**

12 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
Restricted funds					
Tampon Tax (Mind project)	8,187	-	-		**8,187**
MIND Event	523	-	-		**523**
Transforming Together	-	19,846	(10,736)	-	**9,110**
Lloyds National Criminal - Justice Programme	32,406	-	(32,406)	-	**-**
The Sisters' Trust - Fundraising	4,695	-	-	-	**4,695**
The Sisters' Trust - Deputy CEO	2,461	23,687	(26,148)	-	**-**
The Sisters' Trust - Event	6,400	-	-		**6,400**
Esmee Funder Plus	2,320	-	(2,320)	-	**-**
Rosa Voices from the Frontline	-	7,000	-	-	**7,000**
Treebeard Trust	30,000	-	(30,000)	-	**-**
Lancashire Women: Lottery - Digital Fund	7,500	-	-	-	**7,500**
Barrow Cadbury	623	34,000	(34,623)	-	**-**
GMCA Learning Partner	-	9,964	(9,964)	-	**-**
Double Disadvantage	354	-	(354)	-	**-**
Daddyless Daughters Feasibility Study	-	2,000	(2,000)	-	**-**
Smallwood Trust	18,772	25,356	(42,382)	-	**1,746**
Total Restricted Funds	**114,241**	**121,853**	**(190,933)**	**-**	**45,161**
Unrestricted Funds					
General Funds	146,182	260,577	(248,660)	-	**158,099**
Total Unrestricted Funds	**146,182**	**260,577**	**(248,660)**	**-**	**158,099**
Total funds	**260,423**	**382,430**	**(439,593)**	**-**	**203,260**

Purposes of restricted funds

Public Health Research Council / NatCen Social Research

Often overlooked- Agenda published new research, undertaken by analysts at the National Centre of Social Research, which focused on connections between poverty and non-suicidal selfharm in young women across England. It is based on new analysis of data from more than 20,000 people.

Tampon Tax (Mind project)

This is funding for a forthcoming project in partnership building on the Women Side by Side Project.

MIND Event

Agenda and Mind have collaborated on a roundtable on 'Addressing current and future challenges in women and girls' mental health post Covid-19'.

Paul Hamlyn Foundation

Girls Speak- This is Agenda's campaign to ensure girls and young women facing inequality, poverty and violence get the support and protection they need. By working directly with girls, we will ensure their needs and experiences are taken into account in policy and practice – creating real, lasting change for girls across the country.

Lloyds Bank Foundation Transform/AVA

Breaking Down the Barriers in Greater Manchester- This project in partnership with AVA took forward the findings of The Commission on Domestic and Sexual Violence and Multiple Disadvantage. Through collaborative work in Greater Manchester the project influenced local policy makers to improve responses to survivors with multiple disadvantage.

Lloyds National Criminal Justice Programme

Young Women's Justice Project- In partnership with The Alliance for Youth Justice the Young Women's Justice Project is part of our 'Girls Speak' campaign and will engage with young women (17-25), front-line practitioners, and other experts, over two years with the aim of:

- Building a strong and credible evidence base about the needs of girls and young women incontact with the CJS;
- Influencing government policy and strategies to take account of younger women, with a focus on Black Asian and minority ethnic and care experienced girls and young women;
- Enabling the development of effective practice through more gender and age-informed policy; and
- Empowering girls and young women as advocates to safely share their experiences and use their

The Sisters' Trust - Fundraising

The Sisters' Trust funded additional fundraising capacity for Agenda.

The Sisters' Trust - Deputy CEO

The Sisters' Trust are supporting additional senior capacity for Agenda, by funding the Deputy CEO

The Sisters' Trust - Event

The Sisters' Trust are funding an event, co-produced with women with lived experience of multiple disadvantage, to set out key policy priorities to support the women and girls most at risk in our society.

Esmee Funder Plus

Agenda received funding from Esmée Fairbairn's Funder Plus programme for support with the development of a fundraising strategy.

Purposes of restricted funds (continued)

Lankelly Chase

Stakeholder Perceptions Audit- Agenda undertook a stakeholder perception audit to support the development of our new strategy.

Staff Wellbeing- This grant has enabled us to invest in staff wellbeing, for instance through clinical supervision and social events.

Lancashire Women: Lottery Digital Fund

Agenda is working in partnership with Lancashire Women on Developing Digital Early Intervention Support for Women facing Multiple Disadvantage.

Barrow Cadbury

This grant is to support the staffing costs for Agenda's core work programme.

Double Disadvantage

Agenda worked in partnership with 5 other organisations to develop an action plan to address the recommendations presented in the Double Disadvantage report (2017). The collaboration was led by Hibiscus and funded by Barrow Cadbury Trust.

Smallwood Trust

This project is working in a local area - Tyne and Wear - to research, explore and map how public services have changed during the Covid-19 crisis and how these can be redesigned postpandemic to better meet the needs of women and girls facing multiple disadvantage.

Treebeard Trust

Funding from Treebeard Trust will enable the Deputy CEO (an existing post) to take on the role of reviewing and building our membership, to meet Agenda's strategic goal of convening an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs. To enable this Agenda will recruit a new role of Policy & Campaigns Manager (appointed June 2023) to manage the policy team and oversee delivery of Agenda's core projects. The funding will be utilised between November 2022 and May 2024, and will cover associated costs for the work, including part salary contributions for the Deputy CEO and others in the team working on this project.

12 Movements in funds (continued)

Prior period comparative

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
Restricted funds					
Public Health Research Council	750	-	(750)	-	-
Tampon Tax (Mind project)	8,187	-	-	-	8,187
MIND Event	523	-	-	-	523
Transform/AVA	1,525	-	-	(1,525)	-
Lloyds National Criminal -	6,134	44,865	(18,593)	-	32,406
The Sisters' Trust - Fundraising	6,135	-	(1,440)	-	4,695
The Sisters' Trust - Deputy CEO	-	47,374	(44,913)	-	2,461
The Sisters' Trust - Event	6,400	-	-	-	6,400
Esmee Funder Plus	-	7,000	(4,680)	-	2,320
Lankelly Chase	842	-	(358)	(484)	-
Treebeard Trust	-	30,000	-	-	30,000
Lancashire Women: Lottery -	4,000	3,500	-	-	7,500
Barrow Cadbury	1,000	33,000	(33,377)	-	623
Double Disadvantage	-	3,543	(3,189)	-	354
Smallwood Trust	13,794	50,331	(45,353)	-	18,772
Total Restricted Funds	49,290	219,613	(152,653)	(2,009)	114,241
Unrestricted general funds	214,511	154,992	(225,330)	2,009	146,182
Total funds	**263,801**	**374,605**	**(377,983)**	**-**	**260,423**

13 Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2024 £	2023 £
Amount falling due:		
Within 1 year	**-**	18,141
Within 1 - 5 years	**-**	5,736
	-	23,877

14 Related party transactions

There were no related party transactions during the current or prior period.

AGENDA CIO

England & Wales - Charity number 1179417

Accounts

Charity no. 1179417

Agenda CIO

Report and Unaudited Financial Statements

30 April 2023

Agenda CIO

Reference and administrative details

For the year ended 30 April 2023

Charity number	1179417
Registered office and operational address	We Work Hoxton, Senna Building Gorsuch Place, London, E2 8JF
Trustees	The trustees who served during the year and up to the date of this report were as follows:

Kaammini Chanrai	
Victoria Harfield	(Treasurer, Vice Chair from 29 September 2022)
Sarah Hughes	(Resigned, 15 December 2022)
Henrietta Imoreh	
Rt Hon Fiona Mactaggart	(Term ended 29 September 2022)
Laura McIntyre	
Polly Neate	
Lynn Percival	
Esther Sample	(Resigned, 30 June 2022)
Shivani Uberoi	
Rachel White	(Resigned, 29 March 2023)
Lilly Lewi-Bell	(Appointed, 28 June 2023)
Rani Patel	(Appointed, 28 June 2023)
Abigail Ayers	(Appointed, 28 June 2023)
Shani Newbold	(Appointed, 28 June 2023)
Shiryn Sayani	(Appointed, 28 June 2023)

Chief executive officer	Indy Cross
Bankers	CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling Kent, ME19 4JQ
Accountants	Accountability Europe Limited 75 Maygrove Road London NW6 2EG
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Agenda CIO

Report of the trustees
For the year ended 30 April 2023

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from 1 January 2019).

Structure, Governance and Management
Agenda is a Charitable Incorporated Organisation, charity number 1179417, its members are its charity trustees. Its governing document is a constitution registered 1 August 2018.

Agenda became a registered charity in 2018. It had previously been hosted by The Young Foundation. On 1 October 2018 Agenda span out from the Young Foundation and became independent.

Overall governance of Agenda is the responsibility of the trustees. The day-to-day running of the organisation is delegated to the CEO. In March and April 2023, the CEO was undergoing treatment for breast cancer, so the role was covered by Deputy CEO, Jessica Southgate.

Apart from the first charity trustees, every appointed trustee must be appointed for a term of four years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

This year, the Trustees decided to recruit new Trustees to the Board, in order to fill skills gaps and diversify the Board, to better enable us to achieve our new 5-year strategic plan. Some Trustees gave up their seat to allow space for new Trustees (including Esther Sample and Sarah Hughes). Recruitment discussions began towards the end of this financial year.

Trustees meet at least quarterly. There are two sub-committees:
- Finance, Risk and Fundraising Committee, chaired by the Treasurer.
- HR Committee, chaired Trustee Shivani Uberoi.

Agenda was founded as an Alliance and now has over 100 members who have signed up to support our mission and values.

Objectives and activities
Agenda's objects are
- To promote the support and protection of health of women and girls who are suffering, or have suffered from, or are at risk of domestic, sexual or other violence;
- The prevention or relief of poverty or financial hardship amongst women and girls by providing or assisting in the provision of education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient;
- The relief of the physical and mental sickness of women and girls in need by reason of addiction to alcohol, drugs or any other substance; and
- Such other exclusively charitable purposes according to the law of England and Wales as the charity trustees determine from time to time.

To achieve those objectives Agenda works to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction and homelessness get the support and protection they need. We campaign for systems and services to be transformed. We raise awareness across sectors and promote public and political understanding of the lives of women and girls facing multiple disadvantage. We do this through research and making and supporting the implementation of proposals designed to improve provision.

Public benefit
Agenda works to create a society where women and girls can fulfil their potential and live their lives free from inequality, poverty and violence. The notion of public benefit is enshrined in our objectives and we do not restrict access to this benefit. The board of trustees has had regard to the Charity Commission's guidance on public benefit as they established Agenda as an independent charity and agreed the charity's objectives and priorities.

Our purpose
We want public services to respond better to the distinct and multiple unmet needs of women and girls, including appropriately responding to gender, age, race and trauma.

For the whole system to respond better, we stand in solidarity with the voluntary sector and advocate for them to be empowered.

Our mission
We advocate and campaign for systems and services to respond appropriately to women and girls with unmet needs.

Our vision
Ending the cycle of trauma and harm so that all women and girls can thrive

Our values
Our values are our guiding principles for our work to deliver our mission. It is who we are and how we behave.

We promise to be:

INTERSECTIONAL We understand that the most disadvantaged women and girls experience multiple types of intersecting trauma and disadvantage. So, we approach our work in a way that cuts across services, sectors and systems that are there to support the full breadth of issues and disadvantages that women and girls face.

COURAGEOUS We are courageous in speaking out and taking action for and with all women and girls. We stand in solidarity with all women and girls and provide platforms for their views and voices. We campaign confidently, with pride, strength and grit.

CREDIBLE We design campaigns that are grounded in robust evidence, proven good practice and the experiences of women and girls. We are committed to constant learning from the wider sector and our Alliance members – including small, specialist, front-line organisations – and learning from women and girls.

CLEAR We communicate with clarity and try to be as clear as possible, so that everybody can understand, contribute and join our social movement. We speak in plain English and are committed to translating into different languages when required, included BSL. We do not waffle and are impactful when we present.

COLLABORATIVE We collaborate with others in a meaningful way and stay true to our history of convening the sector. We will continue to listen to different perspectives and draw strength from

diversity. We seek to develop shared understanding, to find new ways of talking, thinking and working across divides and boundaries.

Our activities and impact

This has been an exciting year for Agenda Alliance, as we rebranded, refreshed our vision, mission and values, launched a new website, and published our new five-year strategic plan.

Our new brand aims to reflect both the feminist unity and collaboration at the heart of our Alliance and our strategic plan (2023-2027) outlines our priorities and focus in the coming years (https://www.agendaalliance.org/our-work/five-year-strategy/).

Our new strategy builds on the success of the previous four years of work. These new goals will enable us to continue to champion women and girls with complex and multiple unmet needs, to ensure systems and services respond more appropriately – responding in particular to gender, age, race and trauma. This report outlines our progress throughout the year to meet the strategic goals of our new strategy.

Our strategic goals (2023-2027)

1. Convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs.
2. Mature and build the charity's foundations, including embedding women and girls' voices and strengthening our internal systems to become resilient and sustainable.
3. Develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services. This will be the flagship project in collaboration with the Alliance members.
4. Reduce the number of girls and young women being excluded from school.
5. Call for criminal justice to respond better to women's unmet needs – our particular target is the Young Women's Strategy.
6. Ensure women and girls' mental health is prioritised in Government Policy.

Below sets out our activities and achievements throughout the year 2022-23, across each of our strategic goals.

Advocating for women and girls with multiple unmet needs

Throughout the year Agenda Alliance has continued to advocate and campaign for systems and services to respond appropriately to women and girls with unmet needs – working with parliamentarians, officials, policy makers and across our alliance membership to ensure that women and girls at most risk of being overlooked, are reflected in decision making.

In autumn 2022, we shared our top priorities for the new Cabinet and Prime Minister, calling for women and girls' needs to be reflected in policy decisions and government funding under the new Government in our *'Action Plan for Women and Girls at Risk'.* The plan highlighted five key actions from the policy priorities evidenced from our work, calling on Government to have a standalone cabinet position of Minister for Women and Equalities, produce a national women and girls' mental health strategy, to introduce measures to support the most disadvantaged girls at risk of exclusion from education, to publish the promised Young Adult Women's Strategy, and for greater training for all criminal justice staff on culture, ethnicity, race, faith, gender and anti-racism for the Government.

Throughout the year we worked with MPs, parliamentarians, officials and decision makers to raise the profile of our work and champion the needs of women and girls. We regularly provided evidence from our work, such as to Baroness Glenys Thornton (Shadow Lords Women and Equalities Spokesperson) in support of tabling questions in the House of Lords; met with key influencing bodies, such as the Office of the Children's Commissioner and the Domestic Abuse Commissioners Office; and sat on government advisory groups, such as the Ministry of Justice Advisory Group on Women in the Justice System and the Home Office Police Crime and Equalities group.

We have drawn on our widely respected evidence base to comment on the publication of key policy documents and strategies, shining a light on the opportunities and challenges these have presented for women and girls with multiple unmet needs - such as the Government's Domestic Abuse Plan, developments of the Women's Mental Health Strategy, and the Major Conditions Strategy proposal, proposed in place of the previously promised 10 Year Mental Health & Wellbeing Plan. We raised concerns about a lack of progress made since the Government's 2018 Female Offender Strategy, following publication of the Justice Committee's report on Women in Prison, which we submitted oral and written evidence to.

We consistently used opportunities to share our evidence and examples of good practice from within our Alliance membership to influence policy, including through Labour's policy consultation ahead of formulating their next manifesto commitments, participating in the BBC's Review of gender disparity in prosecutions for TV License fee evasion, responding to the National Police Chiefs' Council and the College of Policing's Police Race Action Plan, and submitting joint responses with Alliance members, such as with Women in Prison to the Health and Social Care Committee's Prevention inquiry.

We joined with the voices of others across the sector, and women with lived experience of multiple unmet needs, in solidarity and support of wider campaigns. We condemned the governments increased hostility towards refugees and asylum seekers through the Illegal Migration Bill (now Act), supported the Liberty-coordinated campaign against the introduction of a proposed Bill of Rights and supported awareness raising by the Violence Against Women and Girls (VAWG) sector of the impact this could have, and we added our name to call for 'No Births Behind Bars' for women in prison, signing a joint letter to the Secretary of State for Justice and the Sentencing Council.

We worked with and through Alliance members to raise the need for greater gender- and trauma-responsive support, such as sitting on Mind's girls and young women's programme development workshop group, to inform the development of new work to address poor health amongst young women

and non-binary young people. Following the damning revelations of the Casey Report, alongside the Fawcett Society, The Runnymede Trust and the Muslim Women's Network UK in March 2023 we signed an open letter to the Commissioner of the Metropolitan police, Mark Rowley, highlighting that this was just the tip of the iceberg for women, people of colour and LGBTQ+ communities who are failed by policing at every level of their interaction. Following this we were invited for a meeting with the Commissioner to discuss our concerns.

We have raised our voices throughout the year to highlight issues affecting the women and girls we advocate for through blogs, media and social media, such as raising awareness of the realities and prevalence of sexual violence through the Sexual Abuse and Sexual Violence Awareness Week #ItsNotOk campaign. Following revelations of the terrible incident surrounding the strip-searching of the young woman known as 'Child Q', we highlighted that this was likely to be just 'the tip of the iceberg' through our blogs and social media.

In addition, we worked throughout the year to meet our strategic goals across a range of specific projects.

Activities across our strategic goals

1. **Convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs**

Building Agenda's alliance

This year we laid the foundations for growing the success and impact of Agenda's alliance, a critical strand of our new strategy. In spring 2023, our Deputy CEO stepped into a new role of Alliance Development, supporting our strategic goal to convene an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs. This will be a key focus of our work over the coming year, building upon years of learning since Agenda was first founded of how we can best work with and through our members to collectively help end the cycle of trauma and harm so women and girls can thrive.

While we begin our concerted efforts to strengthen the Alliance, we continue nurturing relationships with our members and working jointly on policy and public affairs work, as well as specific projects, such as Transforming Services for Women's Futures and our work in Greater Manchester.

Transforming Services for Women's Futures

Following the significant impact of the COVID-19 pandemic on women and girls, and the specialist services supporting them, our Transforming Services for Women's Futures project, in partnership with Changing Lives, explored the ways in which public services could be redesigned to better meet the needs of women with multiple unmet needs. The project title was chosen by women researchers involved in the project, reflecting their wish for a hopeful name that showed there be a future for women with multiple unmet needs with the right support.

By working with those with both lived and learned experience in Northumberland and Tyne and Wear, our research considered how the ways in which services could be optimised to improve women's lives. We carried out interviews, surveys and focus groups with local practitioners, local and combined authority officials, and women with lived experience, supported by desk-based research.

To support our research, we convened a Community of Practice, attended by experts with both lived and

learned experience, providing expertise of the local context and service provision, and how this could be best improved to meet the needs of the most marginalised women following the pandemic. They identified and explored themes including: the importance of relationships between women with multiple unmet needs and service practitioners; the cost-of-living crisis and its impact; preventing women's premature deaths; and how victim-survivors could be better supported.

Our national Expert Advisory Group - which included Baroness Hilary Armstrong (House of Lords), Kim McGuiness (Police and Crime Commissioner for Northumbria), Alison Lowe (West Yorkshire Deputy Mayor for Policing and Crime) and Brigid Featherstone (Professor of Social Work at the University of Huddersfield) - provided overall policy expertise and strategic guidance throughout the project.

Ten women, who are experts by experience, formed our research group. All women were remunerated for their time and involvement in the project and provided with a bespoke training programme aimed at preparing them for the project and developing their confidence and skills. The research team co-produced our research methodology, developed a series of blogs on their experiences and insights, and spoke to the media throughout the year.

Our research findings were supported by additional data analysis by Dr Janet Howard, whose work provided an understanding of the overall economic cost of women accessing services in Northumberland and Tyne and Wear over the past four years. This evidence bolsters our research paper by showing the cost to the public purse of failing to meet the needs of women at-risk, complementing our qualitative research on the social impact.

The final report, to be published in July 2023, will include local and national recommendations based on the findings of the research. This will build upon previous Agenda Alliance publications, illustrating the ways in which the most marginalised women and girls are systematically let down and overlooked, and provide unique and timely evidence of the pressing need for a different approach to improving women's lives.

Greater Manchester Learning Partner

This year we built on the foundations of work in Greater Manchester with local services, officials and decision makers across the ten boroughs and combined authority. In our briefings, funded by Lloyds Bank Foundation, *Tackling Multiple Disadvantage in Greater Manchester* and *Devolution and women's disadvantage* (Agenda and AVA, both 2021) – we made a series of recommendations focused on tackling women and girls' multiple unmet needs at a regional level.

Following this, we worked with Greater Manchester Combined Authority (GMCA) officials to support their work to review and refresh the membership and scope of their 'Vulnerable and Marginalised Women's Board', supporting a transition to the 'Tackling Women's Multiple Unmet Needs in Greater Manchester Steering Group'. Next year, Agenda Alliance will be working alongside this group as a Learning Partner, convening local front-line organisations (including Agenda Alliance members), statutory services and women with lived experience of multiple unmet needs to understand and illustrate how the system is letting women down across key identified areas. Scoping so far has identified that an area of shared concern and significant importance for both women and services is support for women with multiple unmet needs whose children are removed into social care, who journeys are often underpinned by experience of domestic abuse. Within this we will focus on the ways in which Black, Asian and minoritised women, and those with No Recourse to Public Funds, can be supported.

In the coming year we will begin a period of evidence gathering and present findings back to the Steering Group and Greater Manchester officials. This process will make practical, action-focused recommendations with clear 'asks' of the system for how to improve the situation for local women facing multiple unmet needs - focused on tangible changes the GMCA system could make. The aim is that steering group members will then be able to commit to change, help embed recommendations to policy and practice changes, and feed these asks into wider governance structures to take forward.

2. **Mature and build the charity's foundations, including embedding women and girls' voices and strengthening our internal systems to become resilient and sustainable**

This strategic goal has been the focus this year, as Agenda Alliance took the necessary step to focus on our internal systems, including financial, HR, income generation and team development. Some great progress has been made, in particular on embedding women and girls' voices; our anti-racism journey; and governance.

Women and girls' voices

Centring the voices and experiences of women and girls with lived experience of unmet needs across our policy, research and campaigns has remained core to our approach. Throughout the year Agenda has consistently championed women and girls' voices, and continued to develop our approach to involving women and girls with lived experience in project development, strategic planning, and staff recruitment.

Women and girls' voices and perspectives have been core to the delivery of our Young Women's Justice Project, Double Disadvantage partnership, and Transforming Services for Women's Futures work. Women and girls coproduced blogs throughout the year, including on the importance of meeting women's needs and women-only spaces on International Women's Day, and around women who have had their children removed into social care ahead of Mother's Day. As the cost-of-living crisis hit women and girls already most affected by poverty and disadvantage hardest, we provided opportunities to share their perspectives through the media, exploring the gendered impact of the crisis.

We know from women and girls we work the positive impact of working in this way. One woman, who took part in media with Agenda this year said: "*I'm proud of myself, I really hope it helps someone*", and another said "*[I'm] delighted to be able to use my voice and share my lived experience to help raise awareness for others*."

On the basis of feedback from women of our work to-date, and our learning about how we can best embed lived experience across our work, we began meetings of our newly formed Women's Advisory Network. In the coming year we aim to grow this network, ensuring we recruit a diverse range of voices to help inform our work, and will review the ways in which we involve girls and young women in our work in an ongoing way. We have focused on putting down the foundations needed to grow this in future and are excited about this ever-developing strand of our work.

Strengthening governance

This year has been a period of positive and necessary change and growth for Agenda Alliance. Our team expanded to reflect our refreshed vision and ambition, and we recruited five new trustees to our board bringing a combined wealth of experience and expertise. Our refreshed board helps strengthen our foundations and ensure we are representative of our alliance members and the women and girls we seek to represent. In the coming year we will recruit a new Chair and conduct a governance review – ensuring we are functioning effectively and identifying areas for growth and improvement.

Anti-racism at Agenda Alliance

This year we continued our internal anti-racism journey, with staff and trustee training, and internal discussions to consider how we can make our work more inclusive, anti-oppressive and anti-racist, and alive to the ways in which white supremacy presents itself through our work.

Throughout the year we championed specialist organisations led by and for Black, Asian and minoritised women and girls, including through a blog celebrating the work of Alliance members including Kids of Colour and Hibiscus Initiatives for Black History Month, through our Double Disadvantage partnership, and

by working with on Milk, Honey, Bees (who participated in our Girls Speak research) to highlight the impact of adultification on young Black girls through a piece on BBC Woman's Hour in November 2022.

These training sessions were put on pause while our CEO recovered from cancer treatment, and to allow new trustees to join, and have resumed in the summer 2023.

3. **Develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services**

In the coming year we will grow work around our strategic goal to develop a holistic evidence-base on the harm that racism causes to women and girls accessing public services. We have begun scoping existing evidence on this critical subject, and will grow this throughout the year, to develop a better understanding of the ways in which Agenda can help bring about systemic change to address the harms caused to women and girls by racism in public services.

Double Disadvantage

Spring 2023 marked a year since the *Tackling Double Disadvantage Action Plan* was published, in partnership with Criminal Justice Alliance, Hibiscus, Muslim Women in Prison, Women in Prison (WiP) and Zaid Mubarak Trust, and funded by the Barrow Cadbury Trust. The *Tackling Double Disadvantage 10 point action plan for change* provides practical steps to address and reduce inequalities faced by Black, Asian, minoritised and migrant women in the criminal justice system, including the overrepresentation of women and girls from ethnic minority groups at all stages of the criminal justice process.

In March 2023 the Double Disadvantage partnership held a roundtable, taking stock of progress and highlighting where further progress could be made. Roundtable participants included senior leaders in the Police, Crown Prosecution Service, HM Prisons and Probation Service, Ministry of Justice, Home Office, Magistrates' Association and Association of Police and Crime Commissioners. During the event, women shared their lived experience of the challenges and disparate treatment they had faced within the system – emphasising their desire to ensure that no other woman be at a 'double disadvantage'.

While challenges such as staffing capacity and a lack of disaggregated data were highlighted, the roundtable demonstrated some progress had been made, including: mandatory criminal justice training on issues such as unconscious bias; research on racial disproportionality; partnerships with community organisations; and upcoming plans to update guidance and strategies. Throughout the discussion, a commitment to implement change and centre the voices of women with lived experience was regularly emphasised.

The project continued to gain the attention of national decision makers throughout the year. The Public Accounts Committee report, Improving outcomes for women in the criminal justice system (2022), referenced the work and noted that the Ministry of Justice had stated they wished to work with the partnership to the concerns we had raised. Kit Malthouse, then Minister for Crime and Policing, responded to written questions from Lyn Brown MP about the Double Disadvantage action plan. And the NPCC's Police Race Action plan, which several members of the partnership responded to the consultation for, acknowledged that racial inequality in the application of police powers is amplified due to overlapping with other protected characteristics, such as age and gender.

In support of this work, our CEO was interviewed by ITV News as part of a feature about the racist treatment of Black, Asian and minoritised women in the criminal justice system, alongside Double Disadvantage partner Criminal Justice Alliance and the poet Lady Unchained.

As a partnership, we will continue to work with decision makers and women with lived experience to ensure the recommendations in the action plan are implemented. The discussion informed a progress briefing to

be published by the Tackling Double Disadvantage partnership in summer 2023, alongside a planned Westminster Hall debate, tabled by Kate Osamor MP with the support of other MPs, to stimulate continued efforts to implement reforms.

4. **Reduce the number of girls and young women being excluded from school**

Girls Speak

This year we came to the end of our Girls Speak project, funded by Paul Hamlyn Foundation, publishing our final report *Pushed Out – Left Out* in November 2022. This built on the two previous Girls Speak briefing papers *Struggling Alone*, exploring the growing crisis in girls and young women's mental health, and *Girls at Risk of Exclusion,* on the ways in which girls and young women are impacted by school exclusions.

Pushed Out Left Out found that girls and young women face distinct risks from boys and young men and "gender-neutral" policy fails to consider these distinct risks and needs, that statutory services are often inaccessible for girls and young women with multiple unmet needs, and can marginalise them further as a result of overstretched frontline professionals or inappropriate and/or discriminatory responses. We found that every missed opportunity to help a young woman with multiple unmet needs causes harm and pushes her further away from getting the support that she deserves, and recommended that policy and practice must be developed in a way that is gender-, age-, trauma-, and culturally- responsive to address this.

Freedom of Information (FOI) requests we submitted to all local authorities in England and Wales as part of the research, found: 60% of local authorities do not provide any gender-specialist services for girls and young women, and 90% of local authorities do not provide any gender-specialist support for Black, Asian, and minoritised girls and young women; 70% of local authorities do not have representation of gender-specialist services for girls and young women as part of their Local Safeguarding Children Partnerships; and only 20% of local authorities include any reference to the specific needs of girls and young women within their local strategy for children and young people.

We hosted a Chatham House discussion with at Portcullis House to discuss the findings in November 2022. Anneliese Dodds, Shadow Secretary of State for Women and Equalities and Labour Party Chair, hosted this discussion, and Caroline Nokes (Con, Women and Equalities Committee Chair) attended, hearing from three young women who contributed to the report attended and shared their personal experiences of consistently being let down by services, the hopelessness they felt and the value of opportunities like this to be heard.

A launch event for the report was held online, with four young women from our advisory panel speaking alongside a panel including: Baroness Hilary Armstrong; Bright Futures Co-directors; and Kadra Abdinasir, Director of the Children and Young People's Mental Health Coalition. The report publication received media coverage including in the Guardian, Children and Young People Now and 5Live.

Following the launch we shared our findings and recommendations for improving gender, age, trauma and culturally-responsive practice at a meeting with officials from the Government Gender Equalities Office Gender Equality policy unit; with officials from the Department for Education; presented at the National Youth Sector Advisory Board, attended by the Children's Commissioner for England and Tim Loughton MP, as well as sharing at a National Youth Agency sector event for youth practitioners; and submitted evidence from the report as part of our response to the Education Committee's Call for Evidence on Persistent absence and support for disadvantaged pupils.

We also drew on this evidence to engage with the Commission on Young Lives, chaired by Anne Longfield, former Children's Commissioner for England. In summer 2022 we ran a roundtable in partnership, on the theme of young women at risk of violence and contact with the justice system with a group of expert

practitioners. Evidence from this was drawn up for their final report *Hidden in Plain Sight*, which included a section on 'girls at risk of or involved in exploitation', and we continue to work with the Commission to focus on this important topic.

Reducing exclusions

Throughout Girls Speak young women with multiple unmet needs and the services supporting them told us about the ways in which the most at-risk young women are being systematically let down in education and by wider services.

In summer 2022, we analysed the latest Department for Education statistics on permanent exclusion and suspensions in England (for the school year 2020 to 2021), which showed that – while overall permanent exclusions of children decreased – the rate of girls being suspended had risen by 20% when compared with the year before. Meanwhile the rate of boys being suspended increased by 11%. In addition, we found that while the numbers of exclusions and suspensions decreased in 2019/2020 (pandemic year) rates of exclusions among particular groups of Black and minoritised girls were still disproportionally high, with 'mixed white' and 'Black Caribbean' girls were being excluded at three times the rate of their white British counterparts. Our analysis attracted media coverage in the Times Education Supplement, the Voice, and Children and Young People Now.

In light of these concerning trends, unearthed by Agenda, we set ourselves an ambitious new strategic goal - to reduce the number of girls and young women excluded from school. We aim to ensure education providers, organisations supporting young women and policy-makers have an increased awareness of the need for education settings to respond appropriately to gender, race, age and trauma, to reduce exclusions and ensure more girls and young women are supported to remain in education.

To support this, over the coming year we will focus on: growing our membership of youth and specialist services supporting girls at risk of exclusion; expanding our evidence base; tackling inequality and discrimination, with a specific focus on Black and minoritised girls and the services supporting them; promoting inclusive and trauma-informed practice, and advocating for specialist wraparound support for young women.

5. Call for criminal justice to respond better to women's unmet needs

Young Women's Justice Project

Following the publication of the final report of the Young Women's Justice Project, *We've Not Given Up: Young women surviving the criminal justice system,* in partnership with the Alliance for Youth Justice (AYJ), we shared our research findings through a parliamentary event in the House of Commons in June 2022. Hosted by Florence Eshalomi, Labour MP for Vauxhall and attended by 75 guests, the event heard from: young women with lived experience involved in the project; Mahala McGuffie, HMPPS lead for the Young Adult Women's Strategy; Keith Fraser, Chair of the Youth Justice Board; and Chief Superintendent Samantha Millar, Program Director of VAWG Taskforce for the National Police Chiefs Council.

To share and disseminate our findings we: engaged with the offices of Ellie Reeves MP (Shadow Justice Minister), Steve Reed MP (Shadow Secretary of State for Justice) and Anna McCorrin MP (Shadow Minister, Justice) to inform their work; briefed Ellie Reeves MP, Jane Hutt MS and Jess Phillips, at a Fabian Women's Network event on women who've experienced VAWG and the justice system; shared findings with Dame Vera Baird, then Victim's Commissioner; and Bishop Rachel of Gloucester tabled written questions about young women to the Lords Ministry of Justice Minister.

We have used opportunities to share findings from the project to date, including inputting to the Children's Rights Alliance for England Civil Society Alternative Report to the UN Committee on the Rights of the Child (UN Committee) on criminal justice and policing, and the report was referenced in several key

documents, inducing a House of Commons briefing on Youth Custody. One grassroots organisation was able to use the report findings to grow their own trauma-informed training for professionals working with young women in the justice system, and to support successful funding applications.

We presented the work through numerous spaces including: speaking on a panel alongside Nicole Jacobs, the Domestic Abuse Commissioner, for the launch of Centre for Women's Justice's report '*Double standard: ending the unjust criminalisation of victims of male violence*'; at an event hosted by the Centre for Crime and Justice Studies; at Revolving Doors and the Policing Foundation's Knowledge Exchange session on 'Policing young women and girls'; at a cross-departmental meeting in Southwark to consider the needs of girls in the borough; through the Youth Justice Board Voluntary Sector Liaison group; and with the Transitions to Adulthood Alliance, hosted by Barrow Cadbury Trust. We presented at the ID Essence #SheMatters Criminal Justice Conference, supporting a young woman who contributed to the report to speak about her experiences, highlighting the ways in which gender and race intersect to form a double disadvantage for young women of colour.

On the strength of our evidence base we were invited to join a newly formed Stakeholder group, led by Deputy Chief Constable Maggie Blyth, National Police Chiefs' Council coordinator for tackling VAWG across policing, on 'Policing Violence Against Women and Girls', and invited to join the Young Adult Women HMPPS Women's Directorate Project Board to help inform the development of bespoke young adult pilots in HMP Bronzefield and HMP Styal.

As a result of the success of our project to date, we were awarded extension funding from Lloyds Bank Foundation to continue this important work. Throughout 2022-2023 we will continue to work with the AYJ, focusing on three goals to embed the findings from our research, build on existing success and momentum, and create lasting change.

The first goal is to publish a briefing, identifying gaps, limitations and best practice in delivering support to young women in contact with the justice system. In April 2023, we brought together practitioners from women's centres, youth services, specialist 'by and for' services and young women with lived experience to explore this.

The second goal is to convene engaged Police and Crime Commissioners (PCC) and policing bodies, calling for them to recognise and champion girls and young women's needs, and to adopt and promote the experiences of young women in the CJS as a priority issue.

Our final overarching goal is to press the Ministry of Justice (MoJ)/HMPPS for the publication of a comprehensive Young Adult Women's Strategy which responds to and prioritises investment in girls and young women at all stages of the criminal justice system. This was promised in the Prisons Strategy White Paper (December 2021) and further committed to in the Female Offender Strategy Delivery Plan (January 2023).

Using evidence from our roundtable, we will produce a short briefing paper in autumn 2023, aimed at funders, commissioners and local/national decision-makers to propose an approach which could better meet girls' needs in practice. Following this, in autumn 2023, we will hold a Police and Crime Commissioner roundtable, bringing interested PCCs together to support influencing of their future Police and Crime plans ahead of PCC elections in May 2024.

Influencing the system

Throughout the year we have continued to bring together specialist voluntary sector organisations working to support women in the justice system, through the Clinks and Agenda Alliance women's networking forum.

In January 2023 we held a joint networking forum with Clinks' Race and Justice network, at which Agenda and Hibiscus presented the Double Disadvantage action plan and shared ideas with colleagues on how to progress the priorities highlighted through this in their own work.

In March 2023 the meeting focused on influencing policy and creating change for women in the criminal justice system, with speakers from the Ministry of Justice 'Female Offenders and Health Policy Team' and the HMPPS Women's Team presenting on the recently published Female Offender Strategy Delivery plan, the government's progress reports on the Farmer Review for Women and the Concordat on Women in or at risk of contact with the Criminal Justice System.

Following our engagement with the Ministry of Justice Data and Evidence team around evidence shared through the Women in the Criminal Justice System 2021 publication and 'data dashboard', we were pleased to see greater accessibility of available data on women in the justice system, and data from across a number of government departments. We will continue to push for greater accessibility of data, that can be reviewed by the public and analysed intersectionally, to enable those advocating with and for women with multiple unmet needs to have the information they need to make the case for change.

6. **Ensure women and girls' mental health is prioritised in Government Policy**

Suicidality and intimate partner violence

Our report with Sally McManus (of the Violence, Health and Society - VISION – consortium), *Underexamined and Underreported: suicidality and intimate partner violence: Connecting two major public health domains* was published in February 2023. This shared original data analysis alongside insight from experts with both lived and learned experience, with robust policy recommendations that had widespread support across different sectors. The media coverage achieved significant traction across the media and Twitter, and we shared it directly with parliamentarians by writing letters to approximately 50 MPs.

This is one of a series of papers presenting data from the APMS from which Agenda publications *Hidden Hurt, Joining the Dots* and *Often Overlooked* originated, with the aim of making this information more accessible to an audience of policy makers, sector and practitioners. We engaged widely with stakeholders to ensure our policy calls were in line with best practice and policy recommendations, gathering insight and advice from Refuge, Action after Fatal Domestic Abuse and Surviving Economic Abuse.

The report drove considerable traffic to our website, with 7000 unique visitors in the first quarter of the (calendar) year. The evidence secured coverage in the Guardian, iNews, an on-ed on financial abuse in the Big Issue calling for changes to Universal Credit, and the Independent, with quotes from women with lived experience. The Guardian article was shared by several high-profile people including: Chief Prosecutor Nazir Afzal; Barrister and Academic Dr Charlotte Proudman; Domestic Abuse Campaigner David Challen; Professor Jane Monckton Smith and C4 Producer Jamie Roberton. One of the women involved told us: *"I love it. I'm proud of myself, I really hope it helps someone."*

Supporting practice improvement

We were delighted this year to see the grantees of the first year of the new Pilgrim Trust young women's mental health programme, aimed at improving the mental health of women aged 16-25. In the development of this new programme, Agenda Alliance had supported Pilgrim Trust to convene a group of experts to explore what the programme should involve, and shared insights from our evidence base around young women's mental health.

The first cohort includes 10 projects based in Greater Manchester (England) and Northern Ireland, with evaluation showing clear positive impacts of the programme on young women, including increased confidence and self-esteem, increased mental health awareness, the development of positive coping strategies, and a supporting network as well as overall improvement of wellbeing and daily life.

Government mental health policy

Along with others in the sector, Agenda Alliance was disappointed to see the government's change in direction regarding their planned 10 Year Mental Health & Wellbeing Plan, replacing this instead with a broader strategy which covers a range of conditions including cancers, stroke, diabetes and mental health. Agenda's mental health evidence had been referenced on a number of occasions in the *DHSC Mental health and wellbeing plan: discussion paper.* This move was widely criticised by the sector, including Agenda's mental health alliance members. With this change in direction, and possible opportunities to have improved women and girls' mental health through this, we will be reviewing our mental health focus to develop our plans for the coming year.

This year we continued to monitor the progress of the DHSC Women's Health Strategy, which was published later than anticipated in July 2022. Government's response to the consultation demonstrated a clear call for the strategy to focus on both multiple disadvantage and young women, as well as prioritising mental health, suggesting Agenda's evidence and strong submission supported by many of our members had an impact. We commented on the new strategy and wrote to the new Women's Health Ambassador, Dame Lesley Regan, welcoming this development and calling for this to be used as a vehicle for progressing action on women and girls' mental health. We continue to push for this to have a central focus on women and girls' mental health.

Our achievements and impact

This year, we chose to focus our attention on strengthening the foundation of the charity, so that we are in a good place to grow our impact in the next year of the strategic plan. Despite navigating a challenging period this year, with the CEO's breast cancer diagnosis and subsequent treatment, our highlights include the following:

- Had ten opportunities to put our case to key decision makers and influencers (e.g. ministers, officials, key parliamentarians and other influencers), and been mentioned twice in key forums, e.g. Parliamentary questions, debates & statements.
- Generated six new relationships with supportive MPs and peers, building our total to 37 parliamentary champions of our work.
- We have seen two public and private statements from key local and national decision makers on issues affecting women and girls at risk, and developed strong relationships around our current projects to position us well for achieving our strategic goals in the coming years.
- Engaged with 34 local government and local leaders, through positive meetings with local policy makers, influencers, and commissioners, resulting in two public and private statements of support.
- Secured eighteen pieces of positive media coverage of issues, including national print and

broadcast media. Our Twitter following continues to grow year on year, reaching 7,967 followers.

- Worked with 127 women and girls with lived experience of the issues we work on, through consultations, interviews and focus groups, Advisory Group meetings, and meetings.

- We have provided seven opportunities for women and girls to have a platform at events, and via media and social media, and four opportunities for women and girls to put their case to decision makers directly.

- We now have 110 Alliance members and worked in five partnerships with members in the last year.

- 23 members in the last year have taken action to support Agenda's policy campaigns, and three members have taken a focus on gender in own work as a result of our influence.

- Indications from the Department of Health and Social Care that the forthcoming national Suicide Prevention Strategy will reflect – for the first time - the relationship between violence against women and girls and suicidality; the need for which was supported by publication of our new data revealing that women who have experienced intimate partner violence (IPV) are three times more likely to have made a suicide attempt in the past year compared to women who have not experienced IPV.

- Change for Black, Asian and minoritised women in the justice system. Commitments made by officials, policy makers and practitioners to implement proposals from our Tackling Double Disadvantage 10-point Action Plan (2022) to improve outcomes for racially minoritised and migrant women in contact with the criminal justice system, including the development of Ministry of Justice cultural competency training, operational guidance for staff working with non-British national and racially minoritised women in prisons, and the publication of an interactive data tool on Women and Criminal Justice.

Financial review
During the year Agenda CIO made a net deficit of (£3,378) resulting in net assets of £260,423. Principal sources of funding were from Barrow Cadbury Trust, Pilgrim Trust, Esmee Fairbairn, Paul Hamlyn Foundation and a number of other supporters.

Reserves policy
The trustees have determined a target level of unrestricted reserves of 6 months' annual expenditure is realistic and appropriate, this equates to £175,000. The unrestricted funds at the end of the year were £142,765 (equates to 5 months), the trustees are satisfied the reserves will return to a minimum of 6 months in the coming financial year.

Management of risk
The trustees have a risk management strategy that involves quarterly review of risks by the Finance, Risk and Fundraising committee and annually as a board. Systems of monitoring and mitigating identified risks is continually reviewed and implementation of procedures to minimize any impact of risks on the charity.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees 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 charity 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 Charities SORP;
- make judgements and accounting 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, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. 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 are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity have no liability to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on **14 December 2023** and signed on their behalf by

Victoria Harfield – Vice Chair

Independent examiner's report

To the trustees of

Agenda CIO

I report to the trustees on my examination of the accounts of Agenda CIO (the CIO) for the year ended 30 April 2023, which are set out on pages 18 to 30.

Responsibilities and basis of report
As the charity trustees of the CIO 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 CIO'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
Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provided bookkeeping and payroll services to the CIO until 31 January 2023. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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 that in any material respect:
(1) accounting records were not kept in respect of the CIO 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.

Laura May Richards

Date: Dec 15, 2023
Laura Richards ACA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Agenda CIO

Statement of financial activities

For the year ended 30 April 2023

	Note	Unrestricted £	Restricted £	**2023 Total £**	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and grants	**2**	153,150	219,613	**372,763**	187,589	86,596	274,185
Other income	**3**	954	-	**954**	5,060	-	5,060
Investments		888	-	**888**	32	-	32
Total income		154,992	219,613	**374,605**	192,681	86,596	279,277
Expenditure on:							
Raising funds		97,214	-	**97,214**	60,380	-	60,380
Charitable activities		128,116	152,653	**280,769**	131,375	115,061	246,436
Total expenditure	**5**	225,330	152,653	**377,983**	191,755	115,061	306,816
Net income / (expenditure) for the year		(70,338)	66,960	(3,378)	926	(28,465)	(27,539)
Transfers between funds		2,009	(2,009)	-	7,841	(7,841)	-
Net movement in funds	**6**	(68,329)	64,951	**(3,378)**	8,767	(36,306)	(27,539)
Reconciliation of funds:							
Total funds brought forward		214,511	49,290	**263,801**	205,744	85,596	291,340
Total funds carried forward		146,182	114,241	**260,423**	214,511	49,290	263,801

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the accounts.

Agenda CIO

Balance sheet

As at 30 April 2023

	Note	2023 £	2023 £	2022 £
Fixed assets:				
Tangible assets	**9**		**3,417**	1,697
			3,417	1,697
Current assets:				
Debtors	**10**	**1,021**		668
Cash at bank and in hand		**274,850**		279,304
		275,871		279,972
Liabilities:				
Creditors: amounts falling due within one year	**11**	**(18,865)**		(17,868)
Net current assets			**257,006**	262,104
Total net assets	**12**		**260,423**	263,801
The funds of the charity:	**13**			
Restricted income funds			**114,241**	49,290
Unrestricted income funds:				
General funds			**146,182**	214,511
Total charity funds			**260,423**	263,801

Approved by the trustees on **14 December 2023**
and signed on their behalf by:

……

Victoria Harfield - Vice Chair

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Agenda CIO 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) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern based on the level of unrestricted reserves held at the year end. There are no material uncertainties about the charity's ability to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' 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.

d) Donated services and facilities

Donated professional services and donated 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 of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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.

1 Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff costs.

	2023	2022
Raising funds	25%	22%
Charitable activities	75%	78%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years straight line basis
Office equipment	3 years straight line basis

j) Debtors

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

k) Cash at bank and in hand

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

1 Accounting policies (continued)

l) Creditors

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

m) Financial instruments

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

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2 Income from donations

	Unrestricted	Restricted	**2023 Total**
	£	£	£
Grants:			
Lloyds Bank Foundation	2,300	44,865	**47,165**
Barrow Cadbury Trust	5,850	33,000	**38,850**
Esmee Fairbairn	70,000	7,000	**77,000**
Treebeard Trust	-	30,000	**30,000**
Paul Hamlyn Foundation	40,000	-	**40,000**
Lottery Digital Fund	-	3,500	**3,500**
Smallwood Trust	-	50,331	**50,331**
The Pilgrim Trust	35,000	-	**35,000**
The Sisters' Trust	-	47,374	**47,374**
Double Disadvantage	-	3,543	**3,543**
	153,150	**219,613**	**372,763**

2 Income from donations (continued)

Prior period comparative:

	Unrestricted	Restricted	**2022 Total**
	£	£	£
Grants:			
Lloyds Bank Foundation	-	1,525	**1,525**
Barrow Cadbury Trust	-	34,000	**34,000**
Esmee Fairbairn	50,000	-	**50,000**
Lankelly Chase	75,000	-	**75,000**
Paul Hamlyn Foundation	40,000	-	**40,000**
AB Charitable Trust	15,000	-	**15,000**
Smallwood Trust	-	18,975	**18,975**
MIND	-	2,957	**2,957**
The Sisters' Trust	-	26,139	**26,139**
Double Disadvantage	-	3,000	**3,000**
Other donations	7,589	-	**7,589**
	187,589	86,596	**274,185**

3 Income from charitable activities

	Unrestricted	Restricted	**2023 Total**	**2022 Total**
	£	£	£	£
Earned income	954	-	**954**	5,060
	954	**-**	**954**	**5,060**

All income from charitable activities in the prior period was unrestricted.

4 Government grants

In the prior year, the charity received government grants, defined as funding from the Coronavirus Job Retention Scheme to fund charitable activities. The total value of such grants in the period ending 30 April 2023 was £nil (2022: £7,271). There are no unfulfilled conditions or contingencies attaching to these grants in 2022/23.

5 Total expenditure

	Raising funds	Charitable activities	Support and governance costs	2023 Total
	£	£	£	£
Staff costs (note 8)	37,847	116,898	81,800	**236,545**
Other staff and volunteer costs	-	5,090	12,139	**17,229**
Freelance costs	-	250	28,621	**28,871**
Partners, consultants and research	-	24,354	3,703	**28,057**
Events	-	279	-	**279**
Web, phone and I.T.	-	-	7,629	**7,629**
Office costs	-	-	29,788	**29,788**
Legal and professional	9,600	-	2,506	**12,106**
Accounting, bookkeeping and payroll	-	-	10,212	**10,212**
Depreciation	-	-	2,133	**2,133**
Strategic development	5,134	-	-	**5,134**
Sub-total	**52,581**	**146,871**	**178,531**	**377,983**
Allocation of support and governance costs	44,633	133,898	(178,531)	**-**
Total expenditure	97,214	280,769	-	**377,983**

Total governance costs were £1,800 (2022: £1,500).

Prior period comparative

	Raising funds	Charitable activities	Support and governance costs	2022 Total
	£	£	£	£
Staff costs (note 8)	30,440	108,641	50,200	**189,281**
Other staff and volunteer costs	-	-	25,154	**25,154**
Freelance costs	4,245	11,560	9,733	**25,538**
Partners, consultants and research	-	40,779	-	**40,779**
Events	-	28	-	**28**
Web, phone and I.T.	-	-	2,885	**2,885**
Office costs	-	-	9,764	**9,764**
Legal and professional	-	-	1,405	**1,405**
Accounting, bookkeeping and payroll	-	-	9,015	**9,015**
Depreciation	-	-	1,208	**1,208**
Strategic development	1,759	-	-	**1,759**
Sub-total	**36,444**	**161,008**	**109,364**	**306,816**
Allocation of support and governance costs	23,936	85,428	(109,364)	**-**
Total expenditure	60,380	246,436	-	**306,816**

6 Net movement in funds

This is stated after charging:

	2023	2022
	£	£
Depreciation	**2,133**	1,208
Trustees' remuneration	**Nil**	Nill
Trustees' reimbursed expenses	**Nil**	Nill
Independent examiner's remuneration:		
Independent examination (excluding VAT)	**1,500**	1,250
Other services (excluding VAT)	**3,271**	4,238

7 Staff costs and numbers

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	**209,167**	168,084
Social security costs	**12,663**	12,597
Pension costs	**14,715**	8,600
	236,545	189,281

The following number of employees received employee benefits (excluding employer National Insurance and employer pension) over £60,000, during the year in the following band:

	2023	2022
£60,000 - £69,999	**1**	0

The total employee benefits of the key management personnel (Chief Executive Officer and Deputy Chief Executive) were £129,343 (2022: £96,213).

	2023	2022
	No.	No.
Average head count	**6**	5

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer equipment £	Office equipment £	**Total £**
Cost			
At the start of the year At 1 May 2022	3,990	108	4,098
Additions in year	3,853	-	3,853
At the end of the year At 30 April 2023	**7,843**	**108**	7,951
Depreciation			
At the start of the year At 1 May 2022	2,293	108	2,401
Charge for the year	2,133	-	2,133
At the end of the year At 30 April 2023	**4,426**	**108**	4,534
Net book value			
At the end of the year At 30 April 2023	**3,417**	**-**	3,417
At the start of the year 30 April 2022	1,697	-	1,697

10 Debtors

	2023 £	2022 £
Trade Debtors	**180**	-
Prepayments	**841**	668
	1,021	668

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	**7,096**	5,900
Accruals	**6,431**	9,860
Tax and social security	**5,338**	1,229
Other creditors	**-**	879
	18,865	17,868

12 Analysis of net assets between funds - current Year

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	3,417	3,417
Current assets	114,241	161,630	275,871
Current liabilities	-	(18,865)	(18,865)
Net assets at 30 April 2023	**114,241**	**146,182**	**260,423**

Analysis of net assets between funds - prior year

	Restricted funds £	General funds £	**Total funds £**
Tangible fixed assets	-	1,697	**1,697**
Current assets	49,290	230,682	**279,972**
Current liabilities	-	(17,868)	**(17,868)**
Net assets at 30 April 2022	49,290	214,511	**263,801**

13 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
Restricted funds					
Public Health Research Council / NatCen Social	750	-	(750)	-	-
Tampon Tax (Mind project)	8,187	-	-		**8,187**
MIND Event	523	-	-		**523**
Transform/AVA	1,525	-	-	(1,525)	**-**
Lloyds National Criminal - Justice Programme	6,134	44,865	(18,593)	-	**32,406**
The Sisters' Trust - Fundraising	6,135	-	(1,440)	-	**4,695**
The Sisters' Trust - Deputy CEO	-	47,374	(44,913)	-	**2,461**
The Sisters' Trust - Event	6,400	-	-		**6,400**
Esmee Funder Plus	-	7,000	(4,680)	-	**2,320**
Lankelly Chase	842	-	(358)	(484)	**-**
Treebeard Trust	-	30,000	-	-	**30,000**
Lancashire Women: Lottery - Digital Fund	4,000	3,500	-	-	**7,500**
Barrow Cadbury	1,000	33,000	(33,377)	-	**623**
Double Disadvantage	-	3,543	(3,189)	-	**354**
Smallwood Trust	13,794	50,331	(45,353)	-	**18,772**
Total Restricted Funds	**49,290**	**219,613**	**(152,653)**	**(2,009)**	**114,241**
Unrestricted general funds	214,511	**154,992**	**(225,330)**	**2,009**	**146,182**
Total funds	**263,801**	**374,605**	**(377,983)**	**-**	**260,423**

Purposes of restricted funds

Public Health Research Council / NatCen Social Research

Often overlooked- Agenda published new research, undertaken by analysts at the National Centre of Social Research, which focused on connections between poverty and non-suicidal selfharm in young women across England. It is based on new analysis of data from more than 20,000 people.

Tampon Tax (Mind project)

This is funding for a forthcoming project in partnership building on the Women Side by Side Project.

MIND Event

Agenda and Mind have collaborated on a roundtable on 'Addressing current and future challenges in women and girls' mental health post Covid-19'.

Paul Hamlyn Foundation

Girls Speak- This is Agenda's campaign to ensure girls and young women facing inequality, poverty and violence get the support and protection they need. By working directly with girls, we will ensure their needs and experiences are taken into account in policy and practice – creating real, lasting change for girls across the country.

Lloyds Bank Foundation Transform/AVA

Breaking Down the Barriers in Greater Manchester- This project in partnership with AVA took forward the findings of The Commission on Domestic and Sexual Violence and Multiple Disadvantage. Through collaborative work in Greater Manchester the project influenced local policy makers to improve responses to survivors with multiple disadvantage.

Lloyds National Criminal Justice Programme

Young Women's Justice Project- In partnership with The Alliance for Youth Justice the Young Women's Justice Project is part of our 'Girls Speak' campaign and will engage with young women (17-25), front-line practitioners, and other experts, over two years with the aim of:

- Building a strong and credible evidence base about the needs of girls and young women incontact with the CJS;
- Influencing government policy and strategies to take account of younger women, with a focus on Black Asian and minority ethnic and care experienced girls and young women;
- Enabling the development of effective practice through more gender and age-informed policy; and
- Empowering girls and young women as advocates to safely share their experiences and use their voices to make change.

The Sisters' Trust - Fundraising

The Sisters' Trust funded additional fundraising capacity for Agenda.

The Sisters' Trust - Deputy CEO

The Sisters' Trust are supporting additional senior capacity for Agenda, by funding the Deputy CEO post.

The Sisters' Trust - Event

The Sisters' Trust are funding an event, co-produced with women with lived experience of multiple disadvantage, to set out key policy priorities to support the women and girls most at risk in our society.

Esmee Funder Plus

Agenda received funding from Esmée Fairbairn's Funder Plus programme for support with the development of a fundraising strategy.

Purposes of restricted funds (continued)

Lankelly Chase

Stakeholder Perceptions Audit- Agenda undertook a stakeholder perception audit to support the development of our new strategy.

Staff Wellbeing- This grant has enabled us to invest in staff wellbeing, for instance through clinical supervision and social events.

Lancashire Women: Lottery Digital Fund

Agenda is working in partnership with Lancashire Women on Developing Digital Early Intervention Support for Women facing Multiple Disadvantage.

Barrow Cadbury

This grant is to support the staffing costs for Agenda's core work programme.

Double Disadvantage

Agenda worked in partnership with 5 other organisations to develop an action plan to address the recommendations presented in the Double Disadvantage report (2017). The collaboration was led by Hibiscus and funded by Barrow Cadbury Trust.

Smallwood Trust

This project is working in a local area - Tyne and Wear - to research, explore and map how public services have changed during the Covid-19 crisis and how these can be redesigned postpandemic to better meet the needs of women and girls facing multiple disadvantage.

Treebeard Trust

Funding from Treebeard Trust will enable the Deputy CEO (an existing post) to take on the role of reviewing and building our membership, to meet Agenda's strategic goal of convening an Alliance that is empowered and cohesive and has regular opportunities to influence public policy and practice to respond appropriately to women and girls with unmet needs. To enable this Agenda will recruit a new role of Policy & Campaigns Manager (appointed June 2023) to manage the policy team and oversee delivery of Agenda's core projects. The funding will be utilised between November 2022 and May 2024, and will cover associated costs for the work, including part salary contributions for the Deputy CEO and others in the team working on this project

13 Movements in funds (continued)

Prior period comparative

	At the start of the year	Income	Expenditure	Transfers between funds	At the end of the year
	£	£	£	£	£
Restricted funds					
Public Health Research Council / NatCen Social	750	-	-	-	750
Tampon Tax (Mind project)	8,187	-	-	-	8,187
MIND Event	-	2,957	(2,434)	-	523
Paul Hamlyn Foundation	25,016	-	(25,016)	-	-
Lloyds Bank Foundation	-	-	-	-	-
Transform/AVA	-	1,525	-	-	1,525
Lloyds National Criminal	-	-	-	-	-
Justice Programme	31,617	-	(17,642)	(7,841)	6,134
The Sisters' Trust - Fundraising	7,500	-	(1,365)	-	6,135
The Sisters' Trust - Deputy CEO	-	19,739	(19,739)	-	-
The Sisters' Trust - Event	-	6,400	-	-	6,400
Esmee Funder Plus	206	-	(206)	-	-
Lankelly Chase	8,320	-	(7,478)	-	842
Lancashire Women: Lottery	-	-	-	-	-
Digital Fund	4,000	-	-	-	4,000
Barrow Cadbury	-	34,000	(33,000)	-	1,000
Double Disadvantage	-	3,000	(3,000)	-	-
Smallwood Trust	-	18,975	(5,181)	-	13,794
Total Restricted Funds	85,596	86,596	(115,061)	(7,841)	49,290
Unrestricted general funds	205,744	192,681	(191,755)	7,841	214,511
Total funds	**291,340**	**279,277**	**(306,816)**	**-**	**263,801**

14 Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2023	2022
	£	£
Amount falling due:		
Within 1 year	18,141	6,682
Within 1 - 5 years	5,736	-
	23,877	6,682

15 Related party transactions

There were no related party transactions during the current or prior period.

AGENDA alliance

Laura Richards
Godfrey Wilson Limited
Chartered Accountants & Statutory Auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

14 December 2023

Dear Laura

Letter of Representations on the Financial Statements for the Year Ended 30 April 2023

We confirm that the following representations are made on the basis of enquiries of the trustees, management and staff with relevant knowledge and experience (and, where appropriate, of inspection of supporting documentation) sufficient to satisfy ourselves that we can properly make each of the following representations to you:

1. We have fulfilled our responsibilities as trustees, as set out in the terms of your engagement letter dated 31 October 2021, under the Charities Act 2011 for preparing financial statements, in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

   We confirm that in our opinion the financial statements give a true and fair view and in particular that where any additional information must be disclosed in order to give a true and fair view that information has in fact been disclosed. We confirm that the selection and application of the accounting policies used in the preparation of the financial statements are appropriate, and we approve these accounts for the year ended 30 April 2023.

2. We confirm that all accounting records have been made available to you for the purpose of your examination, in accordance with your terms of engagement, and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management, trustees' and members' meetings, have been made available to you. We have given you unrestricted access to persons within the charity in order to obtain evidence and have provided any additional information that you have requested for the purposes of your examination.

3. We confirm the charity has satisfactory title to all assets and there are no liens or encumbrances on the assets, except for those disclosed in the financial statements.

4. We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable. We confirm that we have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.

5. We confirm that the charity has no liabilities or contingent liabilities other than those disclosed in the financial statements.

6. We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to you and accounted for and disclosed in accordance with the applicable financial reporting framework.

7. We confirm that there have been no events since the balance sheet date which require disclosing or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.

8. We confirm that we are aware that a related party of the charity is a person or organisation which either (directly or indirectly) controls, has joint control of, or significantly influences the charity or vice versa and as a result will include: trustees, other key management, close family and other business interests of the previous. We confirm that all related party relationships and transactions have been accounted for and disclosed in accordance with the applicable financial reporting framework.

9. We confirm that the charity neither had, at any time during the year, any arrangement, transaction or agreement to provide credit facilities (including advances and credits granted by the charity) for trustees, nor provided guarantees of any kind on behalf of the trustees except as disclosed in the financial statements.

10. We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.

11. We confirm that the charity has complied with all aspects of contractual agreements that could have a material effect on the financial statements in the event of non-compliance.

12. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its activities and which are central to the charity's ability to conduct its activities, except as explained to you and as disclosed in the financial statements.

13. We acknowledge our responsibility for the design, implementation and maintenance of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our risk assessment of the risk of fraud in the organisation. There have been no deficiencies in internal control of which we are aware.

14. We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by trustees, former trustees, employees, former employees, regulators or others.

15. We confirm that, in our opinion, the charity's financial statements should be prepared on the going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. In reaching this conclusion, we have taken into account all relevant matters of which we are aware, and have considered a period of at least one year from the date on which the financial statements will be approved.

16. We confirm that in our opinion the effects of uncorrected misstatements are immaterial, both individually and in aggregate, to the financial statements as a whole.

17. We confirm that we are not aware of any matters of material significance that should be reported to regulators. We confirm that all correspondence with the Charity Commission has been made available to you.

18. We confirm that all grants, donations and other income, including those subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.

Yours sincerely

Victoria Harfield – Vice-Chair
For and on behalf of the trustees of Agenda CIO

Agenda Alliance
adminsupport@agendaalliance.org
First Floor West
35-47 Bethnal Green Road
London E1 6LA

agendaalliance.org

Charity number: 1179417

AGENDA CIO

England & Wales - Charity number 1179417

Accounts

Charity no. 1179417

Agenda CIO

Report and Unaudited Financial Statements

30 April 2022

Agenda CIO

Reference and administrative details

For the year ended 30 April 2022

Charity number	1179417
Registered office and operational address	35-47 Bethnal Green Road London E1 6LA
Trustees	The trustees who served during the year and up to the date of this report were as follows: Kaammini Chanrai Victoria Harfield (Treasurer) Liz Hogarth (Resigned 17 June 2021) Sarah Hughes Henrietta Imoreh Rt Hon Fiona Mactaggart (Resigned 11 October 2022) (Chair) Laura McIntyre Polly Neate Lynn Percival Esther Sample (Resigned 29 September 2022) Shivani Uberoi Rachel White
Chief executive officer	Jessica Southgate (Interim from 16 July 2020 to 1 June 2021) Jemima Olchawski (From 1 June 2021 to 25 October 2021) Tracey Fletcher (From 25 October 2021 to 24 January 2022) Inderjit Cross (From 24 January 2022)
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Agenda CIO

Report of the trustees

For the year ended 30 April 2022

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from 1 January 2019).

Structure, governance and management

Agenda is a Charitable Incorporated Organisation, charity number 1179417, its members are its charity trustees. Its governing document is a constitution registered 1 August 2018.

Agenda became a registered charity in 2018. It had previously been hosted by The Young Foundation. On 1 October 2018 Agenda span out from the Young Foundation and became independent.

Overall governance of Agenda is the responsibility of the trustees. The day to day running of the organisation is delegated to the CEO.

On founding on 1 August 2018, Agenda had three trustees, who had previously sat on Agenda's steering group. These were:

- Polly Neate for 4 years;
- Esther Sample for 3 years; and
- Liz Hogarth for 2 years.

Apart from the first charity trustees, every appointed trustee must be appointed for a term of four years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Early in the year, we agreed to extend the term of our trustees who were coming to the end of their tenure for an additional year. This enabled us to continue benefitting from their expertise during a critical period as we responded to the COVID-19 pandemic.

Trustees meet at least quarterly. There are three sub-committees:

- Finance, Risk and Fundraising Committee, chaired by the Treasurer;
- HR Committee, chaired by the CEO; and
- Fundraising Task and Finish Group, Chaired by Lynn Percival.

Agenda was founded as an Alliance and now has over 100 members who have signed up to support our mission and values.

Objectives and activities

Agenda's objectives are

- To promote the support and protection of the health of women and girls who are suffering, or have suffered from, or are at risk of domestic, sexual or other violence;
- The prevention or relief of poverty or financial hardship amongst women and girls by providing or assisting in the provision of education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient;
- The relief of the physical and mental sickness of women and girls in need by reason of addiction to alcohol, drugs or any other substance; and
- Such other exclusively charitable purposes according to the law of England and Wales as the charity trustees determine from time to time.

To achieve those objectives Agenda works to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction and homelessness get the support and protection they need. We campaign for systems and services to be transformed. We raise awareness across sectors and promote public and political understanding of the lives of women and girls facing multiple disadvantage. We do this through research and making and supporting the implementation of proposals designed to improve provision.

Public benefit
Agenda works to create a society where women and girls can fulfil their potential and live their lives free from inequality, poverty and violence. The notion of public benefit is enshrined in our objectives and we do not restrict access to this benefit. The board of trustees has had regard to the Charity Commission's guidance on public benefit as they established Agenda as an independent charity and agreed on the charity's objectives and priorities.

Our purpose
We exist to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction, contact with the criminal justice system and homelessness get the support and protection they need.

Our mission
We campaign for systems and services to be transformed; to raise awareness across sectors; and to promote public and political understanding of the lives of women and girls facing multiple disadvantage.

Our values
Justice: We are determined and steadfast in upholding the rights of women and girls and in working to challenge structural inequalities and systemic failures.

Courage: We are courageous in speaking out and taking action for and with women and girls. We provide platforms for their views and voices.

Vision: We work with imagination to reframe the debate around women and girls at risk, challenge current thinking and practice, and open the door to new solutions and approaches.

Collaboration: We listen to different perspectives and draw strength from diversity. We seek to develop shared understanding, to collaborate and find new ways of talking, thinking and working across divides and boundaries.

Credibility: Our work is grounded in robust evidence, proven good practice and the experiences of women and girls.

Our activities and impact

Agenda works strategically to influence policy and practice to create long-term positive impact on the lives of women and girls facing multiple disadvantage. This year we have continued to work with parliamentarians, officials, policy makers and across our alliance membership to ensure that the needs of women and girls facing multiple disadvantage, those at risk of being most overlooked, are reflected in decision making.

Since Agenda became an independent charity, we have focused on four strategic priorities:

1. **Strategies and policies relating to multiple disadvantage have a focus on women.** Greater awareness of and action on issues facing women and girls at risk;
2. **Needs of girls at risk are well articulated and there is a clear agenda for change.** Active discussions about girls amongst relevant policy, sector and service audiences;
3. **Systems and services work more effectively to meet the needs of women and girls at risk.** Increased focus on commissioning joined-up, gendered informed support; and
4. **Mental health policy and practice takes gender into account.** Mental health services better joined up and meet needs of women and girls at risk.

From April 2020, to reflect the significant impact of the Covid-19 pandemic on Agenda's work and on the women and girls we exist to create change with and for, we added two additional priorities to our work focused on:

5. **Ensuring the needs of women and girls facing multiple disadvantage are reflected** in the policy response and narrative around Covid-19; and
6. **Building the evidence base** for when there is greater potential for cut through and to ensure the full impact of Covid-19 on the most marginalised women is recognised and understood as the country rebuilds.

Below sets out our activities and achievements throughout the year 2021-22, across each of our strategic goals.

1. Strategies and policies relating to multiple disadvantage have a focus on women

Agenda exists to shine a light on the experiences of women and girls facing multiple disadvantage, making an evidence-based case for upstream, holistic, trauma-informed approaches that make a significant difference to women's lives and prevent adverse future outcomes. All our work is rooted in best practice from across the system and informed by the expertise of those with both lived and learnt expertise.

Criminal justice

With our roots beginning with Baroness Corston's 2007 report into women in the criminal justice system, Agenda holds a number of roles which help inform criminal justice policy development and which share learning from across the sector, and we regularly raise concerns about the treatment and experiences of women across the system in the media.

This year we continued to work with members of the Advisory Board of Female Offenders (ABFO) to raise concerns with the Ministry of Justice and the Minister with responsibility for women offenders about plans to build 500 new prison places for women. Membership of the Advisory Board on Female Offenders was refreshed this year, renamed the Women in the Criminal Justice System Expert Group, and Agenda continues as a member of this group. Agenda has repeatedly raised the importance of diverting girls and women away from custody at all points of the criminal justice system and towards gender- and trauma- informed community services.

Following our written evidence submission to Justice Committee's Inquiry on Women in Prison, our Chief Executive was invited to give oral evidence to the Committee, focusing on mental health issues for women in prison and the impact of racism on Black, Asian and minoritised women in the criminal justice system. We have also helped inform the Independent Women's Health and Social Care in Prison inquiry as a member of their Expert Reference Group.

Throughout the year we have brought together specialist voluntary sector organisations working to support women in the justice system through Agenda and Clinks' joint women's networking forum. These quarterly meetings are an opportunity to convene organisations to learn from evidence and best practice, and a forum through which Agenda can present recommendations from our research and encourage discussion around how front-line services can better meet women and girls' needs in their own work.

Agenda has continued to support the Corston Independent Funders Coalition in a secretariat capacity, as the coalition worked on a re-statement of purpose and its membership structure.

Double Disadvantage

Funded by the Barrow Cadbury Trust, and in partnership with Women in Prison (WiP), Criminal Justice Alliance, Zaid Mubarak Trust, Hibiscus and Muslim Women in Prison, Agenda developed a 10 point Action plan to tackle experiences of inequality and discrimination for Black, Asian, migrant and minoritised women in the criminal justice system. This project built on the findings of our joint *Double Disadvantage* (2016) report with Women in Prison (WiP), which fed into the Lammy review into the treatment of, and outcomes for Black, Asian and minoritised people in the criminal justice system. The action plan, published in January 2022, was developed through engagement with women with lived experience, and specialist services led by and for Black, Asian and minoritised women.

Ahead of a public launch of the Action Plan, senior officials from the Ministry of Justice (MoJ), HM Prison and Probation Service (HMPPS), the Mayor's Office for Policing And Crime (MOPAC), and the Home Office (HO) met to discuss the recommendations at small invite-only Chatham-house style roundtable. This explored with officials how to progress the actions and was able to secure commitments, including for the Female Offender Minority Ethnic (FOME) working group in MoJ to take forward some key recommendations and meet in the spring to discuss further steps.

The action plan sets out clear opportunities for change, which all partners have used to collectively hold decision-makers to account through our shared influencing channels, including ABFO. Agenda led on media coverage for this and were pleased to secure a number of pieces including The Guardian, inews and The Voice. Following publication, Agenda has continued to represent and profile the Action Plan recommendations in all relevant spaces, and partners are exploring how to take this work forward.

The Police, Crime, Sentencing and Courts Bill

During the period of our Young Women's Justice Project (see strategic aim 2 below for more), the Police, Crime, Sentencing and Courts Bill (PCSC) was introduced to the House of Commons. This legislation included provisions for the creation of Serious Violence Reduction Orders (SVROs), which risk sweeping greater numbers of women and girls who have experienced trauma and disadvantage into the criminal justice system. In response, Agenda published a number of briefings supported by our members, in partnership with Women in Prison, and through our briefing paper "I wanted to be heard", and secured media coverage highlighting our concerns around the Bill.

At the Committee Stage of the Bill, Agenda worked with Baroness Hilary Armstrong to table an amendment, with the support of a cross-party coalition of peers, human rights organisations, women's sector and criminal justice organisations, that would have removed the joint enterprise element of Serious Violence Reduction Orders.

Whilst this was unsuccessful we worked further with Liberty to draft an amendment which Peers successfully voted on to ensure a more robust pilot of SVROs before a national rollout. This pilot will include the collection of intersectional data and analysis on those given an SVRO, as well as data on the reasons an SVRO is given to an individual – which Agenda will monitor once the pilot is underway.

2. Needs of girls are well articulated

Over the last two years, Agenda has developed two key projects to fulfil our aim that the needs of girls at risk are well articulated and there is a clear agenda for change, with active discussions taking place about young women amongst relevant policy, sector and service audiences.

Young Women's Justice Project (YWJP)
Funded by Lloyds Bank Foundation, our Young Women's Justice Project, focused on young adult women (aged 17-25 years old) in contact with the criminal justice system. In partnership with The Alliance for Youth Justice (formerly The Standing Committee for Youth Justice), the project engaged with young adult women, front-line practitioners and other experts to develop a strong and credible evidence base on the needs of this group, influence government policy to take these into account, inform more effective practice and empower girls and young women as advocates. It particularly considered the needs, voices and experiences of Black, Asian and minoritised, and care-experienced girls, reflecting the disproportionality of the representation of these young women in the system.

Throughout the year we published *Falling Through the Gaps* (April 2021), on girls turning 18 in the justice system, and *"I wanted to be heard"* (Sept 2021) on the criminalisation of young women who have experienced violence and abuse.

The final report of the Young Women's Justice Project, *We've Not Given Up: Young women surviving the criminal justice system,* was published in March 2022. This research outlines young women's pathways into, and experiences of, the criminal justice system and sets out policy-focused recommendations and solutions for change. It was developed in collaboration with young women (22 were involved through interviews and workshops), expert practitioners (91 attended expert seminars over the project), and work with nine grass roots organisations for the final report, including Muslim Women in Prison, ID Essence, Leicestershire Cares and Sister System.

For our final report, we secured a foreword from the Chair of the APPG on Women in the CJS, as well as supportive quotes from a number of other high-profile supporters of the project, including Nazir Afzal OBE (former Chief Prosecutor and Welsh Government Advisor), and Florence Eshalomi MP – both of whom were members of our Expert Advisory group.

Through the work we created platforms for girls and young women to lead advocacy and generate media coverage including: a segment on BBC Woman's Hour, and coverage in Guardian, Children & Young People Now, Russell Webster, The Crime Report, a live interview on Talk Radio TV and Voice Online.

This work has built a strong and robust evidence base and generated growing recognition of the needs of young women in contact with the criminal justice system in policy. We welcomed the announcement of the development of an MoJ/HMPPS Young Adult Women's Strategy, announced in the Prisons Strategy White Paper (December 2021), and have been working closely with HMPPS to inform this, and the development of practical new guidance for this group of young women.

Following feedback, we shared with the Home Office, the publication of the Domestic abuse draft statutory guidance framework now makes explicit reference to young women in contact with the criminal justice system as a distinct group. We also welcomed greater recognition of the needs of young women in MOPAC's development of their pilot Transitions to Adulthood Hub, which now includes dedicated provision for young women delivered in a women's centre.

We shared project findings with a number of officials, including: the HMPPS' Women's Estate Strategic Leads' meeting; officials from MoJ's Victim and Witness Policy, Family and Criminal Justice Policy Directorate; the MoJ Female Offenders Policy Team lead on Black and minoritised women; and the Farmer Review lead. We have also spoken in a number of key forums including: the Revolving Doors Agency roundtable on making diversion and out of court disposals work for young adults; Transitions to Adulthood (T2A) Alliance meetings; and the Youth Justice Board Voluntary Sector Liaison Group meeting.

We will continue to call on the Ministry of Justice, Home Office and Youth Justice Board and criminal justice practitioners across the system to make reforms to better meet the needs of this group to prevent marginalised young women being locked in a cycle of harm, inequality, and re-offending.

Girls Speak

Funded by the Paul Hamlyn Foundation, our Girls Speak project has worked alongside girls at risk of unmet needs to explore the issues they face, the ways they are excluded or marginalised in current policy debates and to create and campaign for solutions.

Through the second year of the project we focused on disseminating findings from Struggling Alone (2020) – our first Girls Speak publication with a focus on the mental health crisis facing girls and young women, and violence and abuse, poverty and discrimination as key drivers of this.

We have drawn on evidence from Girls Speak to inform a variety of policy submissions, including the Health and Social Care Select Committee's Inquiry into Children and Young People's Mental Health, a Girls Speak submission to the Women's Health Strategy consultation, development of statutory guidance to accompany the new Domestic Abuse Bill, and the Violence Against Women and Girls (VAWG) Strategy consultation.

We have held a variety of influencing meetings including with Caroline Nokes, Chair of the Women and Equalities Select Committee, and Lord Knight, vice-Chair of the APPG on School Exclusions and Alternative Provision to raise our concerns, and have presented our work to several officials and departments across government, including the Department for Education's Tackling Harms Unit; Children's Social Care (CCE Lead); Tackling Harms Unit; and Children's Social Care (CSE and CSA Leads). We were also delighted that findings from the Struggling Alone paper helped inform the development of the Pilgrim Trust's new young women's mental health grants funding programme.

Our young women's advisory group, set up as part of Girls Speak, met throughout the project to shape the development of our priority areas of focus, co-produce report recommendations and meet with decision-makers. We supported young women to engage in campaigns and opportunities, such as: speaking on a panel at a policy roundtable we ran with Mind to help inform the Department of Health and Social Care (DHSC) Women's Health Strategy development; writing a blog highlighting the necessity and value of taking a gender-sensitive approach to working with girls at risk of exclusion for the Commission on Young Lives; taking part in the interview selection process of the new Senior Research and Engagement Officer role; and giving evidence to the Lords Public Services Committee Inquiry into public service responses to child vulnerability.

The project has been supported by three meetings of our Expert Advisory Group which have helped shape emerging themes and shared feedback on findings and final recommendations. We have been pleased to continue to grow and develop our relationships with specialist organisations supporting young women, including LAWRS Sin Fronteras young women's wellbeing group, Milk Honey Bees, Abianda, and the Young Women's Outreach Project.

Evidence from both Struggling Alone, and our Voices from Lockdown research, showed that girls mental health was particularly adversely impacted during the coronavirus crisis, with growing rates of child poverty, increased risk of violence, abuse and exploitation, social isolation and lack of access to support as a result of school closures.

Building on these findings, we developed a thematic focus on girls at risk of exclusion, and in September 2021 published a briefing paper focusing on girls at risk of exclusion from mainstream education. Drawing on new research conducted with girls and young women, a professional roundtable discussion and a Freedom of Information request (FOI) submitted to the Department for Education (DfE), the briefing made the case that despite their comparatively smaller numbers, the fact that girls are a minority amongst those excluded should not mean they are less of a priority in policy and practice. Bringing to light new data about the growing rate at which girls are excluded, this revealed that minoritised girls, in particular dual heritage white and black Caribbean girls, experience some of the highest rates of exclusion in schools across England. This briefing generated media attention, including coverage from the Guardian and Tes. This evidence informed our response to the terrible incident surrounding the strip-searching of the young woman known as 'Child Q'.

In the coming year we are focusing on developing the final theme girls and young women raised, that of experiences of multiple exclusions from different systems, services and spaces. We will continue to build on this research, and explore further the ways in which Black, Asian and minoritised young women are particularly let down in education and across public services.

3. Systems and services work more effectively to meet the needs of women and girls at risk

Through this strand of Agenda's strategy we work with local decision makers and services to improve systems' responses to women and girls with multiple unmet needs.

Place based change in Greater Manchester

Following publication of our report Tackling Multiple Disadvantage in Greater Manchester (March 2021), aimed at officials, decision makers and local services across the Greater Manchester ten boroughs and the combined authorities, we published the final briefing of this project.

This policy briefing Devolution and women's disadvantage (May 2021), focused on tackling women and girls' multiple disadvantage at a regional level and was the final report of our Breaking Down the Barriers in Greater Manchester project in partnership with AVA, funded by Lloyds Bank Foundation. The project took forward the findings of our National Commission on Domestic and Sexual Abuse and Multiple Disadvantage to campaign for systems and policy change to support women with multiple disadvantage at a local level with devolved responsibilities.

The final briefing highlighted key recommendations for a more holistic, gender and trauma informed response to women with multiple disadvantage at the regional level. The brief was launched with a highly successful webinar which was attended by over 80 participants ranging from academics to the police and central government officials.

An independent evaluation of *Breaking Down the Barriers in Greater Manchester* found that the project was positive in all respects, and that the model of engagement developed and used was extremely strong, underpinned by an overt willingness to listen and to learn. By working locally with specialist organisations and decision makers and women with lived experience, the evaluation found we were able to add significant value in the role of 'catalyst' and 'co-ordinator', supporting local strategic activities and influencing, without undermining the existing strength of the sector, and providing an independent 'outside perspective' which was useful for reinforcing locally arising recommendations.

Since the final report was published, we have worked with officials from the Greater Manchester Combined Authority to develop the scope of their work to address the needs of women facing multiple disadvantage, facilitating discussion of their 'vulnerable and marginalised women's board' to scope ways in which GMCA can adopt and progress Agenda's recommendations at a combined authority level.

Transforming Services for Women's Futures

To build further on our work to deliver place-based change, we have begun work in the North East, establishing our *Transforming Services for Women's Futures* project with Changing Lives in Northumbria and Tyne and Wear, funded by the Smallwood Trust.

This project will seek to explore the ways in which public services can be redesigned post-pandemic to better meet the needs of women with multiple unmet needs. By working with those with both lived and learned experience in Tyne and Wear and Northumberland (TW&N), we will work to explore how services can be optimised to improve the lives of women and girls – making national recommendations based on the findings.

Building on the success and learning from our work in Greater Manchester, the project will engage with specialist women's services, women with lived experience of multiple unmet needs and local public services to explore the experience of women facing multiple disadvantage of engaging with these services. We will investigate what is working well, what barriers exist and the effectiveness of cross-sector working, particularly reflecting on how Covid-19 and the responses to it have changed the public service landscape for women facing multiple disadvantage, including those facing poverty and other economic disadvantage.

The project will highlight the financial and human cost to women and society if commissioning and decision-making does not respond to women most at risk of poverty, violence and abuse. It will empower women as advocates to safely share their experiences and use their voices to make change, and provide recommendations for future improvements, setting out how public services could better respond to the needs of women locally and nationally. We have already drawn on the learning from this project to respond to the Government's Levelling Up White Paper, encouraging the government and leaders at all levels to take decisive action to improve gender inequality at both national and regional level.

4. Mental health policy and practice takes gender into account

Throughout the year we have continued to raise awareness of women and girl's mental health needs, and the underlying drivers of poor mental health, including violence, abuse, discrimination, inequality and poverty.

We participated in several further policy shaping opportunities, including: joining the advisory group for the new Department of Health and Social Care Mental Health Policy tool, intended to support policy makers to reflect on the mental health impacts of policy decisions; attending the Care Quality Commission's Mental health provider collaboration review expert advisory group through which we have been able to raise the issue of girls and transitions.

We drew on evidence from *A Way Forward for Women and Girls,* our research on the impact of Covid-19 on women and girls facing multiple disadvantage and the services supporting them, to inform discussion with officials at the Department of Health and Social Care (DHSE) to inform the government's mental health recovery action plan.

This year the Use of Force (Mental Health Units) Act (2018) guidance, which Agenda campaigned for, came to force in December 2021. Our ongoing work with officials on this resulted in increased mentions of "women and girls", 'survivors of abuse'; and highlighted the need for understanding of gender-based violence and trauma by staff in these settings, including the impact of restraint – as well as on those witnessing it; the need for women to be able to pick the gender of their practitioner; the accessibility of information for service-users; and the importance of intersectional data.

To help inform the forthcoming DHSC Women's Health Strategy, we ran a policy roundtable with Mind in May 2021, building on evidence showing that women and girls' mental health were hardest hit through the pandemic. This was attended by then Minister for Patient Safety, Suicide Prevention and Mental Health, alongside leading experts, decision makers and women with lived experience to consider how best to address the mental health and wellbeing of the most disadvantaged women and girls, with a particular focus on rebuilding beyond the pandemic.

Based on evidence from this event and our wider mental health work, we submitted a response in partnership with Mind supported by 38 Agenda members to the DHSC Women's Health Strategy consultation in June 2021, as well as a specific briefing from girls and young women drawing on findings from Girls Speak.

The government announced their Vision for the Women's Health Strategy for England in December 2021, which we welcomed - particularly the reference to mental health as a key priority for women of all ages, and the appointment of a government Women's Health Ambassador. Agenda met with the then Minister for Care and Mental Health, and her team to discuss plans for the strategy following this and underline the importance of making mental health a key priority in the strategy. We will continue to raise the importance of prioritising the needs and mental health of the most disadvantaged women and girls within this ongoing work.

5. **Ensuring the needs of women and girls facing multiple disadvantage are reflected in the policy response around Covid-19; and**
6. **Building the evidence base on the impact of Covid-19 on the most marginalised women and girls.**

Voices from Lockdown/Covid-19

Following the publication of *A Way Forward for Women and Girls* in March 2021, marking one year on from the first lockdown, we focused on widely disseminating and sharing this evidence from the 150+ voluntary sector organisations supporting the most disadvantaged women and girls who participated in our surveys during the first year of the pandemic. This report outlined that women and girls facing multiple unmet needs were in a state of emergency, with the pandemic pushing more and more to the sharpest end of inequality.

We shared these findings widely across government, parliamentarians, officials, sector and our members, writing to key Cabinet members, Chairs of relevant Select Committees and APPGs and those with particular responsibility for the themes of the report, such as the Youth Mental Health Ambassador, making specific recommendations and asks made of each in their role.

Our dissemination and influencing led to a meeting with Caroline Nokes MP, Women and Equalities Select Committee Chair, and presentation of our findings to officials from the Government Equalities Office, Home Office and a newly established cross department 'Gender network'. We have also shared findings across the voluntary sector, including with colleagues on the Working Group on children and domestic abuse and at the APPG on Domestic Violence and Abuse Inquiry into Mental Health.

We drew on evidence from Voices from Lockdown to support submissions to the Health and Social Care Select Committee Inquiry into 'Children and Young People's Mental Health', ONS 'Inclusive Data' Consultation and the Lords Public Services Committee on Public Services Inquiry into the role of public services in addressing child vulnerability.

The difference we make

Since we were founded Agenda has become established as the go-to organisation on gender and multiple disadvantage. We have developed strong relationships across government departments with policy-makers and officials which enable us to shape policy so that the needs of women and girls at risk are on the agenda for the first time. Independent evaluation of our work has found that Agenda is seen as a unique, credible campaigner, leader, and researcher - valued for our integrity and our work in keeping women and girls' issues on the national agenda, with the potential to bring a wide range of organisations together in alliance around a common vision.

Agenda's alliance members tell us they value our role in making the case for holistic, gender- and trauma-informed approaches, providing opportunities for grass-roots organisations to join national and cross-sector policy-influencing discussions and in being the voice of both women and front-line holistic, gender-informed and trauma-responsive specialist women's and girl's organisations working around the country.

Our work benefits several audiences. Policy-makers and influencers benefit from our evidence and insight, leading to more informed and impactful decision-making. Practitioners and services benefit through a growing awareness of the value of gender-specific and trauma-informed approaches amongst commissioners, funders, and decisions-makers, and in connecting across silos to share best practice and evidence. Women and girls we work with as campaigners are empowered through the work we do together, and the lives of a wider population of women and girls facing multiple disadvantage are improved through the policy and practice changes we help bring about.

Examples of the impact of our work over the last year include:

- Our **Young Women's Justice Project** resulted in: a new HMPPS Young Adult Women's (YAW) Strategy, officially announced in the MoJ Prisons Strategy White Paper; changes to the Police, Crime, Sentencing and Courts (PCSC) Bill to ensure Serious Violence Reduction Orders (SVROs) will be piloted with equalities and outcomes data gathered; and dedicated provision for young women delivered in a women's centre through the Mayor's Office for Police & Crime (MOPAC) newly designed young adult hub.
- Our advocacy for the new Department for Health and Social Care **Women's Health Strategy** to place a focus on mental health at its core, resulted in the Strategy taking a focus across the life course and highlighting the relationship between violence and abuse and poor mental health.
- Following our campaigning in partnership with other mental health organisations, the **Use of Force (mental Health Units) Act guidance** refers explicitly to the needs of women and girls, survivors of abuse, and highlights the need for understanding of gender-based violence and trauma by staff in these settings, including the impact of experiencing and witnessing restraint.
- Following our **Breaking Down the Barriers in Greater Manchester** project the new Greater Manchester Combined Authority Homelessness Prevention Strategy explicitly mentions the women's specific experiences of homelessness and includes recommendations from our briefing on women's homelessness.
- Agenda's analysis of DfE data obtained through FOI found that Black and minoritised girls are experiencing some of the highest rates of **exclusion in schools** across England, with Black Caribbean girls permanently excluded from school at a rate double that of White British girls, and girls from Gypsy Roma communities facing rates of permanent exclusion which were more than four times higher than those of White British girls during the academic year 2019/2020.

- Our 10 point Action plan to tackle experiences of inequality and discrimination for Black, Asian, migrant and minoritised women in the criminal justice system, produced in partnership with Women in Prison (WiP), Criminal Justice Alliance, Zaid Mubarak Trust, Hibiscus and Muslim Women in Prison, led to Government stating they wanted to work with the partners to progress recommendations in their response to the Public Accounts Committee inquiry on 'Improving outcomes for women in the criminal justice system'.

Financial review
During the year Agenda CIO made a net deficit of £27,539 (2021: surplus £48,991) resulting in net assets of £263,801 (2021: £291,340). Principal sources of funding were from Lankelly Chase Foundation, Esmée Fairbairn Foundation, Paul Hamlyn Foundation, Barrow Cadbury Trust, and a number of other supporters. All expenditure in the year is directly related to fulfilling the aims and objectives of Agenda and for restricted funding, is in line with funders requirements.

Reserve policy
The trustees have determined a target level of unrestricted reserves of 6 months' annual expenditure is realistic and appropriate, this equates to £153,000. The unrestricted reserves at the end of the year were £214,511 (2021: £205,744).

Free reserves, those not allocated to specific future costs, stood at £214,511 (2021: £205,744).

Management of risk
The trustees have a risk management strategy that involves a quarterly review of risks by the Finance, Risk and Fundraising committee and annually as a board. Systems of monitoring and mitigating identified risks are continually reviewed and implementation of procedures to minimise any impact of risks on the charity.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees 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 charity 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 Charities SORP;
- make judgements and accounting 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, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. 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 are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other

Members of the charity have no liability to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 15 December 2022 and signed on their behalf by

Victoria Harfield - Vice-Chair

Independent examiner's report

To the trustees of

Agenda CIO

I report to the trustees on my examination of the accounts of Agenda CIO (the CIO) for the year ended 30 April 2022, which are set out on pages 15 to 29.

Responsibilities and basis of report
As the charity trustees of the CIO 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 CIO'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
Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the CIO. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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 that in any material respect:
(1) accounting records were not kept in respect of the CIO 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.

Laura May Richards

Date: 16 December 2022
Laura Richards ACA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Agenda CIO

Statement of financial activities

For the year ended 30 April 2022

	Note	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Income from:					
Donations	3	86,596	187,589	**274,185**	364,234
Charitable activities	4	-	5,060	**5,060**	989
Investments		-	32	**32**	129
Total income		86,596	192,681	**279,277**	365,352
Expenditure on:					
Raising funds		-	60,380	**60,380**	86,255
Charitable activities		115,061	131,375	**246,436**	230,106
Total expenditure	6	115,061	191,755	**306,816**	316,361
Net income / (expenditure)		(28,465)	926	**(27,539)**	48,991
Transfers between funds		(7,841)	7,841	**-**	-
Net movement in funds	7	(36,306)	8,767	**(27,539)**	48,991
Reconciliation of funds:					
Total funds brought forward		85,596	205,744	**291,340**	242,349
Total funds carried forward		**49,290**	**214,511**	**263,801**	291,340

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 14 to the accounts.

Agenda CIO

Balance sheet

As at 30 April 2022

	Note		2022 £	2021 £
Fixed assets				
Tangible assets	10		**1,697**	815
Current assets				
Debtors	11	**668**		899
Cash at bank and in hand		**279,304**		300,040
		279,972		300,939
Liabilities				
Creditors: amounts falling due within 1 year	12	**(17,868)**		(10,414)
Net current assets			**262,104**	290,525
Total assets less current liabilities			**263,801**	291,340
Net assets	13		**263,801**	291,340
Funds	14			
Restricted funds			**49,290**	85,596
Unrestricted funds				
General funds			**214,511**	205,744
Total charity funds			**263,801**	291,340

Approved by the trustees on 15 December 2022 and signed on their behalf by

Victoria Harfield - Vice-Chair

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Agenda CIO 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) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern based on the level of unrestricted reserves held at the year end. There are no material uncertainties about the charity's ability to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' 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.

d) Donated services and facilities

Donated professional services and donated 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 of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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.

1. Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff costs, as follows:

	2022	2021
Raising funds	**22%**	28%
Charitable activities	**78%**	72%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years straight line basis
Office equipment	3 years straight line basis

j) Debtors

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

k) Cash at bank and in hand

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

1. Accounting policies (continued)

l) Creditors

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

m) Financial instruments

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

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	**2021 Total £**
Income from:			
Donations	154,843	209,391	**364,234**
Charitable activities	-	989	**989**
Investments	-	129	**129**
Total income	154,843	210,509	**365,352**
Expenditure on:			
Raising funds	-	86,255	**86,255**
Charitable activities	157,978	72,128	**230,106**
Total expenditure	157,978	158,383	**316,361**
Net income / (expenditure) and net movements in funds	(3,135)	52,126	**48,991**

3. Income from donations

	Restricted £	Unrestricted £	**2022 Total £**
Grants:			
Lloyds Bank Foundation	1,525	-	**1,525**
Barrow Cadbury Trust	34,000	-	**34,000**
Esmee Fairbairn	-	50,000	**50,000**
Lankelly Chase	-	75,000	**75,000**
Paul Hamlyn Foundation	-	40,000	**40,000**
AB Charitable Trust	-	15,000	**15,000**
Smallwood Trust	18,975	-	**18,975**
MIND	2,957	-	**2,957**
The Sisters' Trust	26,139	-	**26,139**
Double Disadvantage	3,000	-	**3,000**
Other donations	-	7,589	**7,589**
Total income from donations	86,596	187,589	**274,185**

3. Income from donations (continued)

Prior period comparative:

	Restricted £	Unrestricted £	2021 Total £
Grants:			
Lloyds Bank Foundation	50,562	-	50,562
Barrow Cadbury Trust	-	39,000	39,000
Esmee Fairbairn	6,060	25,000	31,060
Lankelly Chase	19,640	80,872	100,512
Paul Hamlyn Foundation	30,000	20,000	50,000
The Pilgrim Trust	10,690	35,000	45,690
Rosa	9,916	-	9,916
Health Education England	18,975	-	18,975
The Sisters' Trust	9,000	-	9,000
Lancashire Women	-	4,000	4,000
Other donations	-	769	769
Gifts in kind *	-	4,750	4,750
Total income from donations	154,843	209,391	364,234

* Gifts in kind represent the design of the Young Women's Justice Project transition briefing paper and the Voices for Lockdown film.

4. Income from charitable activities

	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Earned income	-	5,060	**5,060**	989

All income from charitable activities in the prior period was unrestricted.

5. Government grants

The charity receives government grants, defined as funding from the Coronavirus Job Retention Scheme to fund charitable activities. The total value of such grants in the period ending 30 April 2022 was £7,271 (2021: £18,975 from Health Education England). There are no unfulfilled conditions or contingencies attaching to these grants in 2021/22.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2022 Total £**
Staff costs (note 8)	30,440	108,641	50,200	**189,281**
Other staff and volunteer costs	-	-	25,154	**25,154**
Freelance costs	4,245	11,560	9,733	**25,538**
Partners, consultants and research	-	40,779	-	**40,779**
Events	-	28	-	**28**
Web, phone and I.T.	-	-	2,885	**2,885**
Office costs	-	-	9,764	**9,764**
Legal and professional	-	-	1,405	**1,405**
Accounting, bookkeeping and payroll	-	-	9,015	**9,015**
Depreciation	-	-	1,208	**1,208**
Strategic development	1,759	-	-	**1,759**
Sub-total	36,444	161,008	109,364	**306,816**
Allocation of support and governance costs	23,936	85,428	(109,364)	-
Total expenditure	**60,380**	**246,436**	**-**	**306,816**

Total governance costs were £1,500 (2021: £1,440).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	**2021 Total £**
Staff costs (note 8)	51,062	131,181	56,349	**238,592**
Other staff and volunteer costs	-	641	1,206	**1,847**
Partners, consultants and research	-	40,627	-	**40,627**
Events	-	1,090	-	**1,090**
Web, phone and I.T.	-	-	2,859	**2,859**
Office costs	-	-	10,007	**10,007**
Legal and professional	-	-	1,445	**1,445**
Accounting, bookkeeping and payroll	-	-	6,053	**6,053**
Depreciation	-	-	667	**667**
Strategic development	13,174	-	-	**13,174**
Sub-total	64,236	173,539	78,586	**316,361**
Allocation of support and governance costs	22,019	56,567	(78,586)	-
Total expenditure	**86,255**	**230,106**	**-**	**316,361**

7. Net movement in funds

This is stated after charging:

	2022	2021
	£	£
Depreciation	**1,208**	667
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Independent examiner's remuneration:		
▪ Independent examination (including VAT)	**1,500**	1,440
▪ Other services	**5,086**	4,613

8. Staff costs and numbers

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	**168,084**	207,817
Social security costs	**12,597**	19,562
Pension costs	**8,600**	11,213
	189,281	238,592

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the Chief Executive Officer post. The total employee benefits of the key management personnel were £96,213 (2021: £103,081).

	2022	2021
	No.	No.
Average head count	**5**	7

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Tangible fixed assets

	Computer equipment £	Office equipment £	**Total £**
Cost			
At 1 May 2021	1,900	108	**2,008**
Additions	2,090	-	**2,090**
At 30 April 2022	3,990	108	**4,098**
Depreciation			
At 1 May 2021	1,121	72	**1,193**
Charge for year	1,172	36	**1,208**
At 30 April 2022	2,293	108	**2,401**
Net book value			
At 30 April 2022	**1,697**	**-**	**1,697**
At 30 April 2021	779	36	815

11. Debtors

	2022 £	2021 £
Trade debtors	**-**	899
Prepayments	**668**	-
	668	899

12. Creditors : amounts due within 1 year

	2022 £	2021 £
Trade creditors	**5,900**	834
Accruals	**9,860**	9,580
Tax and social security	**1,229**	-
Other creditors	**879**	-
	17,868	10,414

13. Analysis of net assets between funds

	Restricted funds £	General funds £	**Total funds £**
Tangible fixed assets	-	1,697	**1,697**
Current assets	49,290	230,682	**279,972**
Current liabilities	-	(17,868)	**(17,868)**
Net assets at 30 April 2022	**49,290**	**214,511**	**263,801**

Prior year comparative	Restricted funds £	General funds £	**Total funds £**
Tangible fixed assets	-	815	**815**
Current assets	85,596	215,343	**300,939**
Current liabilities	-	(10,414)	**(10,414)**
Net assets at 30 April 2021	**85,596**	**205,744**	**291,340**

14. Movements in funds

	At 1 May 2021 £	Income £	Expenditure £	Transfers between funds £	**At 30 April 2022 £**
Restricted funds					
Public Health Research Council / NatCen Social	750	-	-	-	**750**
Tampon Tax (Mind project)	8,187	-	-	-	**8,187**
MIND Event	-	2,957	(2,434)	-	**523**
Paul Hamlyn Foundation	25,016	-	(25,016)	-	**-**
Lloyds Bank Foundation Transform/AVA	-	1,525	-	-	**1,525**
Lloyds National Criminal Justice Programme	31,617	-	(17,642)	(7,841)	**6,134**
The Sisters' Trust - Fundraising	7,500	-	(1,365)	-	**6,135**
The Sisters' Trust - Deputy CEO	-	19,739	(19,739)	-	**-**
The Sisters' Trust - Event	-	6,400	-	-	**6,400**
Esmee Funder Plus	206	-	(206)	-	**-**
Lankelly Chase	8,320	-	(7,478)	-	**842**
Lancashire Women: Lottery Digital Fund	4,000	-	-	-	**4,000**
Barrow Cadbury	-	34,000	(33,000)	-	**1,000**
Double Disadvantage	-	3,000	(3,000)	-	**-**
Smallwood Trust	-	18,975	(5,181)	-	**13,794**
Total restricted funds	85,596	86,596	(115,061)	(7,841)	**49,290**
Unrestricted funds					
General funds	205,744	192,681	(191,755)	7,841	**214,511**
Total unrestricted funds	205,744	192,681	(191,755)	7,841	**214,511**
Total funds	291,340	279,277	(306,816)	-	**263,801**

Purposes of restricted funds

Public Health Research Council / NatCen Social Research

Often overlooked- Agenda published new research, undertaken by analysts at the National Centre of Social Research, which focused on connections between poverty and non-suicidal self-harm in young women across England. It is based on new analysis of data from more than 20,000 people.

Tampon Tax (Mind project)

This is funding for a forthcoming project in partnership building on the Women Side by Side Project.

14. Movements in funds (continued)

MIND Event

Agenda and Mind have collaborated on a roundtable on 'Addressing current and future challenges in women and girls' mental health post Covid-19'.

Paul Hamlyn Foundation

Girls Speak- This is Agenda's campaign to ensure girls and young women facing inequality, poverty and violence get the support and protection they need. By working directly with girls, we will ensure their needs and experiences are taken into account in policy and practice – creating real, lasting change for girls across the country.

Lloyds Bank Foundation Transform/AVA

Breaking Down the Barriers in Greater Manchester- This project in partnership with AVA took forward the findings of The Commission on Domestic and Sexual Violence and Multiple Disadvantage. Through collaborative work in Greater Manchester the project influenced local policy makers to improve responses to survivors with multiple disadvantage.

Lloyds National Criminal Justice Programme

Young Women's Justice Project- In partnership with The Alliance for Youth Justice the Young Women's Justice Project is part of our 'Girls Speak' campaign and will engage with young women (17-25), front-line practitioners, and other experts, over two years with the aim of:

- Building a strong and credible evidence base about the needs of girls and young women in contact with the CJS;
- Influencing government policy and strategies to take account of younger women, with a focus on Black Asian and minority ethnic and care experienced girls and young women;
- Enabling the development of effective practice through more gender and age-informed policy; and
- Empowering girls and young women as advocates to safely share their experiences and use their voices to make change.

The Sisters' Trust - Fundraising

The Sisters' Trust funded additional fundraising capacity for Agenda.

The Sisters' Trust - Deputy CEO

The Sisters' Trust are supporting additional senior capacity for Agenda, by funding the Deputy CEO post.

The Sisters' Trust - Event

The Sisters' Trust are funding an event, co-produced with women with lived experience of multiple disadvantage, to set out key policy priorities to support the women and girls most at risk in our society.

Esmee Funder Plus

Agenda received funding from Esmée Fairbairn's Funder Plus programme for support with the development of a fundraising strategy.

14. Movements in funds (continued)

Lankelly Chase

Stakeholder Perceptions Audit- Agenda undertook a stakeholder perception audit to support the development of our new strategy.

Staff Wellbeing- This grant has enabled us to invest in staff wellbeing, for instance through clinical supervision and social events.

Lancashire Women: Lottery Digital Fund

Agenda is working in partnership with Lancashire Women on Developing Digital Early Intervention Support for Women facing Multiple Disadvantage.

Barrow Cadbury

This grant is to support the staffing costs for Agenda's core work programme.

Double Disadvantage

Agenda worked in partnership with 5 other organisations to develop an action plan to address the recommendations presented in the Double Disadvantage report (2017). The collaboration was led by Hibiscus and funded by Barrow Cadbury Trust.

Smallwood Trust

This project is working in a local area - Tyne and Wear - to research, explore and map how public services have changed during the Covid-19 crisis and how these can be redesigned post-pandemic to better meet the needs of women and girls facing multiple disadvantage.

Transfers between funds

The transfer out of restricted funds represents an incorrectly classified invoice from the prior year that was not allocated to the Lloyds funding.

14. Movements in funds (continued)

Prior period comparative

	At 1 May 2020 £	Income £	Expenditure £	**At 30 April 2021 £**
Restricted funds				
Public Health Research Council / NatCen Social	2,000	-	(1,250)	**750**
Tampon Tax (Mind project)	8,187	-	-	**8,187**
Women Side by Side (Mind)	11,591	-	(11,591)	**-**
ROSA - Changing the Conversation	20,124	9,916	(30,040)	**-**
Paul Hamlyn Foundation	20,632	30,000	(25,616)	**25,016**
Lloyds Bank Foundation Transform/AVA	-	7,221	(7,221)	**-**
Lloyds National Criminal Justice Programme	26,197	43,341	(37,921)	**31,617**
Health Education England	-	18,975	(18,975)	**-**
Pilgrim Voices For Lockdown	-	10,690	(10,690)	**-**
The Sisters' Trust	-	9,000	(1,500)	**7,500**
Esmee Funder Plus	-	6,060	(5,854)	**206**
Lankelly Chase	-	15,640	(7,320)	**8,320**
Lancashire Women: Lottery Digital Fund	-	4,000	-	**4,000**
Total restricted funds	88,731	154,843	(157,978)	**85,596**
Unrestricted funds				
Designated funds:				
Esmee Fairbairn	50,000	-	(50,000)	**-**
Total designated funds	50,000	-	(50,000)	**-**
General funds	103,618	210,509	(108,383)	**205,744**
Total unrestricted funds	153,618	210,509	(158,383)	**205,744**
Total funds	242,349	365,352	(316,361)	**291,340**

15. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2022 £	2021 £
Amount falling due:		
Within 1 year	**6,682**	6,682
Within 1 - 5 years	**-**	-
	6,682	6,682

16. Related party transactions

There were no related party transactions during the current or prior period.

AGENDA CIO

England & Wales - Charity number 1179417

Accounts

Charity no. 1179417

Agenda CIO

Report and Unaudited Financial Statements

30 April 2021

Agenda CIO

Reference and administrative details

For the year ended 30 April 2021

Charity number	1179417
Registered office and operational address	35-47 Bethnal Green Road London E1 6LA
Trustees	The trustees who served during the year and up to the date of this report were as follows:
	Kaammini Chanrai (Appointed 4 March 2021) Victoria Harfield (Treasurer) Liz Hogarth (Resigned 17 June 2021) Sarah Hughes Henrietta Imoreh Rt Hon Fiona Mactaggart (Chair) Laura McIntyre (Appointed 4 March 2021) Polly Neate Lynn Percival Esther Sample Shivani Uberoi (interim Treasurer) Rachel White (Appointed 4 March 2021)
Chief executive officer	Jemima Olchawski (Until 16 July 2020 and from 1 June 2021 to 25 October 2021) Jessica Southgate (Interim from 16 July 2020 to 1 June 2021) Tracey Fletcher (From 25 October 2021)
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Agenda CIO

Report of the trustees

For the year ended 30 April 2021

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from 1 January 2019).

Structure, Governance and Management

Agenda is a Charitable Incorporated Organisation, charity number 1179417, its members are its charity trustees. Its governing document is a constitution registered 1 August 2018.

Agenda became a registered charity in 2018. It had previously been hosted by The Young Foundation. On 1 October 2018 Agenda span out from the Young Foundation and became independent.

Overall governance of Agenda is the responsibility of the trustees. The day to day running of the organisation is delegated to the CEO. From July 2020 Agenda's CEO, Jemima Olchawski was on maternity leave. For this period the CEO post was covered by Jessica Southgate.

On founding on 1 August 2018, Agenda had three trustees, who had previously sat on Agenda's steering group. These were:

- Polly Neate for 4 years;
- Esther Sample for 3 years; and
- Liz Hogarth for 2 years.

Apart from the first charity trustees, every appointed trustee must be appointed for a term of four years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Early in the year, we agreed to extend the term of our trustees who were coming to the end of their tenure for an additional year. This enabled us to continue benefitting from their expertise during a critical period as we responded to the COVID-19 pandemic.

Trustees meet at least quarterly. There are three sub-committees:

- Finance, Risk and Fundraising Committee, chaired by the Treasurer;
- HR Committee, chaired by the CEO; and
- Fundraising Task and Finish Group, Chaired by Lynn Percival.

Agenda was founded as an Alliance and now has over 100 members who have signed up to support our mission and values.

Objectives and activities

Agenda's objects are

- To promote the support and protection of health of women and girls who are suffering, or have suffered from, or are at risk of domestic, sexual or other violence;
- The prevention or relief of poverty or financial hardship amongst women and girls by providing or assisting in the provision of education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient;
- The relief of the physical and mental sickness of women and girls in need by reason of addiction to alcohol, drugs or any other substance; and
- Such other exclusively charitable purposes according to the law of England and Wales as the charity trustees determine from time to time.

To achieve those objectives Agenda works to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction and homelessness get support and protection. We campaign for systems to be transformed. We raise awareness across sectors and promote public understanding. We do this through research and making and supporting the implementation of proposals designed to improve provision.

Public benefit
Agenda works to create a society where women and girls can fulfil their potential and live their lives free from inequality, poverty and violence. The notion of public benefit is enshrined in our objectives and we do not restrict access to this benefit. The board of trustees has had regard to the Charity Commission's guidance on public benefit as they established Agenda as an independent charity and agreed the charity's objectives and priorities.

Our purpose
We exist to ensure that women and girls at risk of abuse, poverty, poor mental health, addiction, contact with the criminal justice system and homelessness get the support and protection they need.

Our mission
We campaign for systems and services to be transformed; to raise awareness across sectors; and to promote public and political understanding of the lives of women and girls facing multiple disadvantage.

Our values
Justice: We are determined and steadfast in upholding the rights of women and girls and in working to challenge structural inequalities and systemic failures.

Courage: We are courageous in speaking out and taking action for and with women and girls. We provide platforms for their views and voices.

Vision: We work with imagination to reframe the debate around women and girls at risk, challenge current thinking and practice, and open the door to new solutions and approaches.

Collaboration: We listen to different perspectives and draw strength from diversity. We seek to develop shared understanding, to collaborate and find new ways of talking, thinking and working across divides and boundaries.

Credibility: Our work is grounded in robust evidence, proven good practice and the experiences of women and girls.

Our activities and impact
Since Agenda became an independent charity, we have continued to focus on four strategic priorities:

1. **Strategies and policies relating to multiple disadvantage have a focus on women.** Greater awareness of and action on issues facing women and girls at risk;
2. **Needs of girls at risk are well articulated and there is a clear agenda for change.** Active discussions about girls amongst relevant policy, sector and service audiences;
3. **Systems and services work more effectively to meet the needs of women and girls at risk.** Increased focus on commissioning joined-up, gendered informed support; and
4. **Mental health policy and practice takes gender into account.** Mental health services better joined up and meet needs of women and girls at risk.

The global Covid-19 pandemic had a significant impact on Agenda's work and on the women and girls we exist to create change with and for. As the year progressed we moved from our emergency and short term response to the initial lockdown to finding sustainable ways to adapt, ensuring sustainability and impact in the new political and social environment.

From April 2020 we added two additional priorities to our urgent work in response to the pandemic focused on:

- **Ensuring the needs of women and girls facing multiple disadvantage** are reflected in the policy response and narrative around Covid-19; and
- **Building the evidence base** for when there is greater potential for cut through and to ensure the full impact of Covid-19 on the most marginalised women is recognised and understood as the country rebuilds .

Strategies and policies relating to multiple disadvantage have a focus on women

Agenda continues to work effectively with officials to ensure government policy reflects the needs of women and girls with multiple disadvantage. Our work has seen the needs and perspectives of the most marginalised women and girls reflected where they would otherwise have been overlooked. Our reputation for gathering robust evidence and working in partnership ensures we have highly effective relationships with policy makers, enabling us to have a real impact on policy for women.

Agenda has a number of advisory roles to inform the development of policy at the earliest possible stage. Throughout the year we have worked with members of the Advisory Board of Female Offenders (ABFO), one such group Agenda sits on, to raise concerns with the Ministry of Justice and the Minister with responsibility for women offenders about plans to build 500 new prison places for women. We welcomed the publication of the Concordat on Female Offenders, which we were involved in developing, which included commitments to work in a gender and trauma informed way, encouraged for local areas to take a whole systems approach to working with women at risk of offending and recognition of the complex needs and multiple disadvantage experienced by women in the criminal justice system.

Ask and Take Action campaign

Our Ask and Take Action campaign focused around amending the Domestic Abuse Bill, introduced in July 2019, to include an amendment that would introduce a statutory duty on public authorities to train frontline staff to ask about abuse and respond appropriately with pathways to support .

As the Bill progressed, we raised awareness of this key issue at all stages, supported by additional research estimating the cost of the amendment, which was featured in the Guardian. In September 2020 we produced a film to share on social media to raise awareness of the campaign, which we screened at a well-attended briefing event for members of the House of Lords. Held in partnership with Safe Lives, and chaired by Baroness Hilary Armstrong, who tabled the amendment, this brought together Crossbench, Conservative, Liberal Democrat and Labour peers, following which seven peers added their voices in support.

As part of this campaign we met with a number of key decision makers MPs and influencers to make the case for an amendment to the Bill, including: Liz Twist MP, a member of the Domestic Abuse Public Bill Committee who publicly championed the amendment in the House of Commons; Alex Norris MP, the Shadow Minister Health and Social Care; Caroline Nokes, Chair Women and Equalities Select Committee, and the lead of the Violence Against Women and Girls Strategy; and Home Office Officials working with ministers on the bill.

Our cross-sector group of supporters for the campaign grew across the year, organisations including Imkaan, Women's Aid, Refuge, Southall Black Sisters, LAWRS, Safety4Sisters, the Step Up Migrant Women coalition and Respect, and was widely referenced in briefings and evidence submitted by sector partners. Our partnership with other women's and children's organisations to raise awareness of the needs of children affected by abuse continued, led by Action for Children, through which we continued to raise the profile of girls as survivors of abuse in their own relationships.

The Domestic Abuse Act received royal assent 29 April 2021. Whilst we were not successful in securing an amendment to the Bill, our campaign led to us significantly raising the profile of the connection between domestic abuse and multiple disadvantage, and of the importance of training public services staff to understand, ask about and respond to the impact of this trauma.

Our Rosa funded Changing the Conversation project worked throughout the year to raise awareness of experiences of sexual harassment among all women, including the most marginalised who are otherwise overlooked in mainstream discussions around sexual harassment.

As part of this project, we established a new Women's Advisory Group with women with lived experience of the issues we work across. We worked with this advisory group to launch our Unsafe Spaces campaign, with findings from nationally representative public polling in April 2021, covered in the Independent. This found that over half of women have been sexually harassed in their lifetime, and over 1 in 10 women who have experienced sexual harassment said it happened whilst accessing a public service such as the job centre, a hostel or a mental health hospital.

As a result of these findings we are calling for services to better understand and respond to women's needs, so these are safer and more trauma-informed environments for women, alongside investment in specialist women's services that are safe spaces for women.

Alongside this, we worked with other sector partners, led and funded by Rosa, on communications work around sexual harassment in the workplace, through which we were able to champion the experiences of the most marginalised and disadvantaged women.

We grew a partnership with a number of specialist women's criminal justice and organisations led 'by and for' Black, Asian, migrant and minoritised women and girls, to establish our Doubling Down on Double Disadvantage project. Three years on, the publication of our report Double Disadvantage, in partnership with Women in Prison and funded by the Barrow Cadbury Trust, the project aims to develop an action plan based on women's lived experience to improve the criminal justice response to Black and minoritised women.

We will continue to work with Hibiscus, Muslim Women in Prison, Zaid Mubarak Trust, Women in Prison and the Criminal Justice Alliance in the coming year to progress this important project.

Needs of girls at risk are well articulated

Agenda has built two important projects to raise awareness of the needs of girls at risk and develop a strong case for change.

Funded by Paul Hamlyn Foundation, our **Girls Speak** project has worked alongside girls at risk to explore the issues they face, the ways they are excluded or marginalised in current policy debates and to create and campaign for solutions.

Our first publication in November 2020, Struggling Alone, focused on the mental health crisis facing girls and young women. This aimed to move beyond commonly cited causes such as social media, body image and exam pressure, and show that violence and abuse, poverty and discrimination are key drivers of this. The paper called for a national women and girls' mental health strategy, with dedicated funding for services for girls and young women that takes into account their specific needs and experiences.

Despite the challenges presented by the pandemic, we built relationships remotely with girls and services around the country, including specialist "by and for" services and mainstream children's and youth sector organisations.

This year we formed a young women's advisory group, who met throughout the project to inform the development of our priority areas of focus, and co-produced a Girls Speak brand. Agenda also launched an Instagram account for the first time, with a specific focus on the Girls Speak project.

We continued to build our profile of this project through meeting with decision makers and influencer MPs, including Rosena Allin-Khan (Shadow Mental Health Minister), who also met Young Women's advisory group members, Cat Smith's office (Shadow Minister for Youth Affairs), officials from the Department for Education's (DfE) Tackling Harms Unit, and the Children's Social Care Child Criminal Exploitation Lead.

We have drawn on evidence from Girls Speak to develop policy submissions throughout the year, including to the Health and Social Care Select Committee's Inquiry into Children and Young People's Mental Health, and the Home Office VAWG Strategy consultation.

Supporting our Girls Speak work, our paper Often Overlooked: young women, poverty and self-harm, was launched in May 2020 in partnership with the National Centre for Social Research, which evidenced the connection between poverty and self-harm among girls and young women. This was covered widely through the media at time of publication and has been referenced throughout the year since.

Funded by Lloyds Bank Foundation, our Young Women's Justice Project, focused on young adult women (aged 17-25 years old) in contact with the criminal justice system. In partnership with The Alliance for Youth Justice (formerly The Standing Committee for Youth Justice), the project engaged with young adult women, front-line practitioners and other experts to develop a strong and credible evidence base on the needs of this group, influence government policy to take these into account, inform more effective practice and empower girls and young women as advocates. It particularly considered the needs, voices and experiences of Black, Asian and Minoritised Ethnic (BAME) and care-experienced girls, reflecting the disproportionality of the representation of these young women in the system.

With the pandemic limiting our ability to visit services and speak to girls face to face, we adjusted the work to carry out further desk-based research, and in January 2021 published a literature review on young adult women in the criminal justice system. Following this, at the end of April, we published a transitions briefing paper on girls turning 18 in the justice system, 'Falling Through the Gaps, as a result of which we secured a 15-minute segment on BBC Woman's Hour speaking alongside Minister Alex Chalk and one of the young women involved in this project.

To support evidence gathering for the project, we held expert seminars, including on the theme of girls transitions from youth to adult services and within the criminal justice system, and on violence against young adult women. These meetings convened attendees from a large number of women's and youth sector organisations, key academics, to grow knowledge and understanding about the issues facing this group.

We met with a number of key decision makers and MPs to raise findings from the project, including influential officials from the Ministry of Justice with oversight for female offenders, Women's policy, Victim and Witness Policy, Policy Team lead on BAME women, Family and Criminal Justice Policy Directorate, lead on Farmer Review for women, the MOPAC Transitions to Adulthood Hub Manager and from the Youth Justice Board (YJB) Youth Custody Service (YCS) teams. We raised our concerns about young women and the Police, Crime, Sentencing and Courts Bill at a meeting with Alex Cunningham MP, Shadow Minister for Courts and Peter Kyle MP, Shadow Minister for Victims and Youth Justice.

Our high-level expert advisory group met across the year to shape and frame the project, and act as advocates and ambassadors for the research. Members include Florence Eshalomi MP, Frances Crook (Chief Executive of the Howard League), and Keith Fraser (Chair of the Youth Justice Board). We also fed into research into girls in custody, led by the Centre for Mental Health, to inform the development of a girls' custody strategy at the YJB YCS.

Systems and services work more effectively to meet the needs of women and girls at risk
Through this strand of Agenda's strategy we work in two ways: with local leaders and services to improve systems' responses to women and girls with multiple disadvantage.

As part of our work with local decision makers, and following the publication of our report Breaking Down the Barriers in January 2019, we partnered with AVA on a project in Greater Manchester, funded by Lloyds Bank Foundation. The project took forward the findings of our National Commission on Domestic and Sexual Abuse and Multiple Disadvantage to campaign for systems and policy change to support women with multiple disadvantage at a local level with devolved responsibilities.

To help inform the work we ran two workshops, focused on the impact of the pandemic on women involved in 'survival sex', and on women's homelessness, co-produced with the Greater Manchester Homelessness Action Network to develop awareness and recommendations for the forthcoming GMCA homelessness prevention strategy.

Following these events, we published Tackling Multiple Disadvantage in Greater Manchester, aimed at officials, decision makers and local services across the Greater Manchester ten boroughs and the combined authorities, encouraging them to use their local powers to make profound and long-lasting change to the lives of women and girls most at risk in society through its new Greater Manchester Strategy. Recommendations included ensuring allocation of specific services for women, improved data collection, co-production with women with lived experience, increased funding for specialist services and multi-agency working to ensure women are given the help they need coming out of this pandemic

Our strong relationships with local sector organisations, women with lived experience in the area and officials allowed us to input at an early stage into the Violence Against Women and Girls strategy and the Homelessness Prevention Strategy, as well as informing the emergency response to women at risk through the coronavirus pandemic, in particular those who were rough sleeping and moved into emergency accommodation.

In the coming year Agenda and AVA will produce a national policy briefing, focused on devolution and women's disadvantage to support decision makers to tackle women and girls' multiple disadvantage at a regional level. This will be shared at a national learning event, with decision makers, local authorities, mayors and PCCs, raising the importance of recognising the challenges facing women and girls facing multiple disadvantage at the local and regional level to drive change.

The second element of our approach is to collaborate with organisations delivering systems change at scale to ensure gender is embedded in their approach. During the immediate crisis of the lockdown, we worked with a number of organisations to discuss how women's needs could be best met locally, including contributing to responses led by MEAM and through our work in partnership with Clinks leading the quarterly Women's Criminal Justice Networking forums, for practitioners working in the criminal justice field.

As we move out of the pandemic, we will revisit how we can build on these discussions and work with the multiple disadvantage sector to reflect on lessons learned during the pandemic.

We also began work with Lancashire Women as a partner in their three-year Digital project, exploring how specialist women's services can best use digital to better support women on their journeys. We held an evidence gathering roundtable in December 2020 with voluntary sector, technology industry, funders and commissioners to share learning to date and learn from others exploring the use of digital through their services and the pandemic.

In the coming year we will publish a briefing on the use of digital services in meeting women and girls' needs.

Mental health policy and practice takes gender into account

Agenda has continued to build on our strong ongoing campaign to raise awareness of women and girl's mental health, as well as the profile of the need for gendered and trauma informed approaches to mental health.

At the start of the year our Tampon Tax Funded Women Side by Side partnership project with Mind came to a close. Agenda led on developing a policy report sharing findings of the project evaluation. Women highlighted a range of benefits of the programme including: improvements in their social networks; being better connected to friends and neighbours; feeling less lonely and isolated; being more able to talk about mental health with friends, neighbours and acquaintances; and increased self-esteem, self-confidence and skills.

We also worked with Health Education England and Skills for Care to develop a scoping report on how best to embed trauma informed ways of working into the new roles of Peer Support Workers and Mental Health Social Workers in the NHS. In the coming year we plan to launch this report publicly and explore the findings in more depth with other public and voluntary sector services to which the findings can also be applied.

This report will build on Agenda's strong and growing suite of evidence around gender and trauma-informed mental health practice.

We responded to the Mental Health Act consultation, raising the need for women's gender-specific experiences to be taken into account, for responses to be gender- and trauma-informed and for steps to be taken to reduce the likelihood of re-traumatisation following contact with mental health services.

Women and girls facing multiple disadvantage during COVID-19

The global COVID-19 pandemic had a significant impact on women and girls facing multiple disadvantages and the services supporting them. Despite this, policy making throughout the year continued to largely ignore the gendered impact of the health crisis, and failed to provide the adequate support needed to meet the extent of women and girls' needs.

To raise awareness of these challenges, Agenda led an extensive research project tracking and highlighting the impact of the Covid-19 pandemic on our alliance members and the women and girls we advocate for through the year, funded by the Pilgrim Trust. Our final report 'A Way Forward for Women and Girls' was published on 22nd March 2021, a year on from the first lockdown. This outlined that women and girls facing multiple disadvantage are in a state of emergency, with the pandemic pushing more and to the sharpest end of inequality.

The findings revealed that over the course of one year 100% of organisations reported the complexity of women and girls' needs has increased; three quarters (76%) of organisations reported demand for their services had increased from the first lockdown; and 95% of organisations said that the pandemic has made existing mental health problems worse, with 90% saying it has created new mental health problems.

The research also highlighted that young women, and Black and minoritised women, have been disproportionately impacted, in particular by the economic and mental health impacts of the pandemic, and lack of access to appropriate support.

Based on these findings, Agenda, called for a dedicated Minister to take responsibility for the social recovery for women and girls most at risk following the pandemic and develop a long-term cross-departmental strategy to deliver this. Supported by over 70 organisations including Fawcett Society, Women's Aid, Women's Budget Group, Mind and the National Youth Agency, we wrote to Prime Minister Boris Johnson calling for a social recovery strategy, supported by a long-term delivery plan and adequate funding, to ensure women and girls needs are addressed and prevent further long-term damage to the most vulnerable.

To support the campaign we also produced a short film, widely shared online and viewed on Instagram, outlining the key messages and statistics, and featuring the voices of women with lived experience.

We had extremely positive responses from our membership, as well as the women and girls involved in the work, demonstrating both the value of the research for the sector, the impact of engaging with women and girls with lived experience through our research and campaigns, and in Agenda's unique role in bringing those expert voices to the attention of decision makers would not otherwise be heard.

This research has given us a strong and valuable evidence base to continue advocating for the need for a gendered approach following the pandemic, in all policy decisions made to support the recovery of the country and society.

The difference we make

Since we were established, Agenda continues to make a significant difference to the lives of women and girls affected by multiple disadvantage. By working in a strategic and long-term way, we have built the evidence, developed strong relationships with decision makers, partners, and members across the country, and applied and maintained pressure over time to help bring about long-term systems change.

Recent independent evaluation of our work found that Agenda is seen as a unique, credible, campaigner, leader, and researcher. We are valued for our integrity and our work in keeping women and girls' issues on the national agenda - with the potential to bring a wide range of organisations together in alliance around a common vision.

Examples of the impact of our work over the last year includes:

- Our Voices from Lockdown research throughout the pandemic heard from 150+ organisations, sharing findings and strengthened our call through a joint letter to Boris Johnson, a year on from the first lockdown, for a long-term social recovery strategy for women and girls;
- We have kept women's and girls' voices, and the expertise of our members, at the heart of our work the research phases for Voices from Lockdown through online surveys (196 respondents), interviews and roundtable discussions with experts by experience and women's sector organisation:
    - We generated commitments to gender and trauma informed ways of working across bodies including NHS England and NHS Improvement;
- Our 'Women in Mind' campaign, through our co-chairing the Department of Health and Social Care (DHSC) Women's Mental Health Taskforce with the Mental Health Minister, followed by our Sense of Safety report;
- Our 'Young Women's Justice Project' literature review led to the development of a new HMPPS strategy on Young Adult Women in custody and involvement in the development of a YJB Youth Custody Service Girls strategy;
- We made a difference through our cross-sector campaigning on the Domestic Abuse Act (2021) which led to this being included in the Domestic Abuse Commissioner's role and the recognition of children and victims of abuse;
- Our two-year Breaking Down the Barriers Commission, in partnership with peer researchers, brought together survivors experiences of multiple disadvantage. Tackling Multiple Disadvantage in Greater Manchester (GM) following this led to commitment from Deputy Mayor Beverley Hughes to transform the response to marginalised and vulnerable women victims; greater focus on women facing multiple disadvantage in the GM response to COVID-19 and further engagement in consultation and learning.

Financial review

During the year Agenda CIO made a net surplus of £48,991 resulting in net assets of £291,340. Principal sources of funding were from Lankelly Chase Foundation, Barrow Cadbury Trust, Pilgrim Trust, Esmee Fairbairn and a number of other supporters. All expenditure in the year is directly related to fulfilling the aims and objectives of the funders requirements.

Reserves policy

The trustees have determined a target level of unrestricted reserves of 6 months' annual expenditure is realistic and appropriate, this equates to £150,000. The unrestricted reserves at the end of the year were £205,744.

Free reserves, those not allocated to specific future costs, stood at £205,744.

Management of risk

The trustees have a risk management strategy that involves quarterly review of risks by the Finance, Risk and Fundraising committee and annually as a board. Systems of monitoring and mitigating identified risks is continually reviewed and implementation of procedures to minimize any impact of risks on the charity.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees 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 charity 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 Charities SORP;
- make judgements and accounting 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, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. 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 are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity have no liability to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 27 January 2022 and signed on their behalf by

Fiona Mactaggart

Fiona Mactaggart - Chair

Independent examiner's report

To the trustees of

Agenda CIO

I report to the trustees on my examination of the accounts of Agenda CIO (the CIO) for the year ended 30 April 2021, which are set out on pages 13 to 28.

Responsibilities and basis of report
As the charity trustees of the CIO 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 CIO'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
Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the CIO. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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 that in any material respect:

(1) accounting records were not kept in respect of the CIO 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.

Laura May Richards

Date: 31 January 2022
Laura Richards ACA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Agenda CIO

Statement of financial activities

For the year ended 30 April 2021

	Note	Restricted £	Unrestricted £	**2021 Total £**	2020 Total £
Income from:					
Donations	3	154,843	209,391	**364,234**	266,595
Charitable activities	4	-	989	**989**	629
Investments		-	129	**129**	172
Total income		154,843	210,509	**365,352**	267,396
Expenditure on:					
Raising funds		-	86,255	**86,255**	52,809
Charitable activities		157,978	72,128	**230,106**	180,113
Total expenditure	6	157,978	158,383	**316,361**	232,922
Net income and net movement in funds	7	(3,135)	52,126	**48,991**	34,474
Reconciliation of funds:					
Total funds brought forward		88,731	153,618	**242,349**	207,875
Total funds carried forward		**85,596**	**205,744**	**291,340**	242,349

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 14 to the accounts.

Agenda CIO

Balance sheet

As at 30 April 2021

	Note		2021 £	2020 £
Fixed assets				
Tangible assets	10		**815**	1,053
Current assets				
Debtors	11	**899**		300
Cash at bank and in hand		**300,040**		251,809
		300,939		252,109
Liabilities				
Creditors: amounts falling due within 1 year	12	**(10,414)**		(10,813)
Net current assets			**290,525**	241,296
Total assets less current liabilities			**291,340**	242,349
Net assets	13		**291,340**	242,349
Funds	14			
Restricted funds			**85,596**	88,731
Unrestricted funds				
Designated funds			**-**	50,000
General funds			**205,744**	103,618
Total charity funds			**291,340**	242,349

Approved by the trustees on 27 January 2022 and signed on their behalf by

Fiona Mactaggart

Fiona Mactaggart - Chair

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Agenda CIO 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) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern despite the impact of the ongoing Covid-19 pandemic. There are no material uncertainties about the charity's ability to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' 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.

d) Donated services and facilities

Donated professional services and donated 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 of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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.

1. Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, being the proportion of staff costs:

	2021	2020
Raising funds	**28%**	24%
Charitable activities	**72%**	76%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years straight line basis
Office equipment	3 years straight line basis

j) Debtors

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

k) Cash at bank and in hand

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

1. Accounting policies (continued)

l) Creditors

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

m) Financial instruments

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

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	**2020 Total £**
Income from:			
Donations	135,300	131,295	**266,595**
Charitable activities	-	629	**629**
Investments	-	172	**172**
Total income	135,300	132,096	**267,396**
Expenditure on:			
Raising funds	-	52,809	**52,809**
Charitable activities	50,638	129,475	**180,113**
Total expenditure	50,638	182,284	**232,922**
Net income / (expenditure)	84,662	(50,188)	**34,474**
Transfers between funds	1,069	(1,069)	**-**
Net movement in funds	85,731	(51,257)	**34,474**

3. Income from donations

	Restricted £	Unrestricted £	**2021 Total £**
Grants:			
Lloyds Bank Foundation	50,562	-	**50,562**
Barrow Cadbury Trust	-	39,000	**39,000**
Esmee Fairbairn	6,060	25,000	**31,060**
Lankelly Chase	19,640	80,872	**100,512**
Paul Hamlyn Foundation	30,000	20,000	**50,000**
The Pilgrim Trust	10,690	35,000	**45,690**
Rosa	9,916	-	**9,916**
Health Education England	18,975	-	**18,975**
The Sisters' Trust	9,000	-	**9,000**
Lancashire Women	-	4,000	**4,000**
Other donations	-	769	**769**
Gifts in kind *	-	4,750	**4,750**
Total income from donations	154,843	209,391	**364,234**

* Gifts in kind represent the design of the Young Women's Justice Project transition briefing paper and the Voices for Lockdown film.

3. Income from donations (continued)

Prior period comparative:

	Restricted £	Unrestricted £	2020 Total £
Grants:			
Lloyds Bank Foundation Transform/AVA	5,475	-	5,475
Barrow Cadbury Trust	-	40,000	40,000
Esmee Fairbairn	-	50,000	50,000
Lankelly Chase	-	4,800	4,800
Lloyds National Criminal Justice Programme	37,601	-	37,601
Mind	19,778	-	19,778
Paul Hamlyn Foundation	30,000	-	30,000
The Pilgrim Trust	7,500	35,000	42,500
Plan International	5,089	-	5,089
Rosa	29,712	-	29,712
Other donations	145	870	1,015
Gifts in kind *	-	625	625
Total income from donations	135,300	131,295	266,595

* Gifts in kind represent meeting room hire.

4. Income from charitable activities

	Restricted £	Unrestricted £	**2021 Total £**	2020 Total £
Earned income	-	989	**989**	629

All income from charitable activities in the prior period was unrestricted.

5. Government grants

The charity receives government grants, defined as funding from Heath Education England to fund charitable activities. The total value of such grants in the period ending 30 April 2021 was £18,975. There are no unfulfilled conditions or contingencies attaching to these grants in 2020/21.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2021 Total £**
Staff costs (note 8)	51,062	131,181	56,349	**238,592**
Other staff and volunteer costs	-	641	1,206	**1,847**
Partners, consultants and research	-	40,627	-	**40,627**
Events	-	1,090	-	**1,090**
Web, phone and I.T.	-	-	2,859	**2,859**
Office costs	-	-	10,007	**10,007**
Legal and professional	-	-	1,445	**1,445**
Accounting, bookkeeping and payroll	-	-	6,053	**6,053**
Depreciation	-	-	667	**667**
Strategic development	13,174	-	-	**13,174**
Sub-total	64,236	173,539	78,586	**316,361**
Allocation of support and governance costs	22,019	56,567	(78,586)	-
Total expenditure	**86,255**	**230,106**	**-**	**316,361**

Total governance costs were £1,440 (2020: £1,176).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	**2020 Total £**
Staff costs (note 8)	36,997	114,591	36,803	**188,391**
Other staff and volunteer costs	-	369	5,694	**6,063**
Partners, consultants and research	-	15,468	-	**15,468**
Events	-	709	-	**709**
Web, phone and I.T.	-	-	3,998	**3,998**
Office set up	-	-	394	**394**
Office costs	-	-	11,999	**11,999**
Legal and professional	-	-	1,164	**1,164**
Accounting, bookkeeping and payroll	-	-	4,210	**4,210**
Depreciation	-	-	526	**526**
Sub-total	36,997	131,137	64,788	**232,922**
Allocation of support and governance costs	15,812	48,976	(64,788)	-
Total expenditure	**52,809**	**180,113**	**-**	**232,922**

7. Net movement in funds

This is stated after charging:

	2021	2020
	£	£
Operating lease payments	**7,139**	9,600
Depreciation	**667**	526
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Independent examiner's remuneration:		
▪ Independent examination (including VAT)	**1,440**	1,176
▪ Other services	**4,613**	3,034

8. Staff costs and numbers

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	**207,817**	165,508
Social security costs	**19,562**	14,471
Pension costs	**11,213**	8,412
	238,592	188,391

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the Chief Executive Officer post. The total employee benefits of the key management personnel were £103,081 (2020: £75,936).

	2021	2020
	No.	No.
Average head count	**7**	5

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Tangible fixed assets

	Computer equipment £	Office equipment £	**Total £**
Cost			
At 1 May 2020	1,471	108	**1,579**
Additions	429	-	**429**
At 30 April 2021	1,900	108	**2,008**
Depreciation			
At 1 May 2020	490	36	**526**
Charge for year	631	36	**667**
At 30 April 2021	1,121	72	**1,193**
Net book value			
At 30 April 2021	**779**	**36**	**815**
At 30 April 2020	981	72	1,053

11. Debtors

	2021 £	2020 £
Trade debtors	**899**	300

12. Creditors : amounts due within 1 year

	2021 £	2020 £
Trade creditors	**834**	3,866
Accruals	**9,580**	3,250
Tax and social security	**-**	3,454
Other creditors	**-**	243
	10,414	10,813

13. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	-	815	**815**
Current assets	85,596	-	215,343	**300,939**
Current liabilities	-	-	(10,414)	**(10,414)**
Net assets at 30 April 2021	**85,596**	**-**	**205,744**	**291,340**

Prior year comparative	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	-	1,053	**1,053**
Current assets	88,731	50,000	113,378	**252,109**
Current liabilities	-	-	(10,813)	**(10,813)**
Net assets at 30 April 2020	**88,731**	**50,000**	**103,618**	**242,349**

14. Movements in funds

	At 1 May 2020 £	Income £	Expenditure £	**At 30 April 2021 £**
Restricted funds				
Public Health Research Council / NatCen Social	2,000	-	(1,250)	**750**
Tampon Tax (Mind project)	8,187	-	-	**8,187**
Women Side by Side (Mind)	11,591	-	(11,591)	**-**
ROSA - Changing the Conversation	20,124	9,916	(30,040)	**-**
Paul Hamlyn Foundation	20,632	30,000	(25,616)	**25,016**
Lloyds Bank Foundation Transform/AVA	-	7,221	(7,221)	**-**
Lloyds National Criminal Justice Programme	26,197	43,341	(37,921)	**31,617**
Health Education England	-	18,975	(18,975)	**-**
Pilgrim Voices For Lockdown	-	10,690	(10,690)	**-**
The Sisters' Trust	-	9,000	(1,500)	**7,500**
Esmee Funder Plus	-	6,060	(5,854)	**206**
Lankelly Chase	-	15,640	(7,320)	**8,320**
Lankelly Women: Lottery Digital Fund	-	4,000	-	**4,000**
Total restricted funds	88,731	154,843	(157,978)	**85,596**
Unrestricted funds				
Designated funds:				
Esmee Fairbairn	50,000	-	(50,000)	**-**
Total designated funds	50,000	-	(50,000)	**-**
General funds	103,618	210,509	(108,383)	**205,744**
Total unrestricted funds	153,618	210,509	(158,383)	**205,744**
Total funds	242,349	365,352	(316,361)	**291,340**

Purposes of restricted funds

Public Health Research Council / NatCen Social Research

Often overlooked- Agenda published new research, undertaken by analysts at the National Centre of Social Research, which focused on connections between poverty and non-suicidal self-harm in young women across England. It is based on new analysis of data from more than 20,000 people.

Tampon Tax (Mind project)

This is funding for a forthcoming project in partnership building on the Women Side by Side Project.

14. Movements in funds (continued)

Women Side By Side (Mind project)

Agenda partnered with Mind to run this grant making programme which funded peer support programmes with women with multiple disadvantage.

Rosa - Changing the Conversation

Agenda took part in Rosa's Changing the Conversation Programme, working to shift the dial on public understanding of sexual harassment. The grant funded our Senior Communications and Campaigns Officer as she worked to establish our Women's Advisory Panel. Together with women with lived experience we ran the Unsafe Spaces campaign which highlighted that 1.6 million women have experienced sexual harassment when accessing a public service.

Paul Hamlyn Foundation

Girls Speak- This is Agenda's campaign to ensure girls and young women facing inequality, poverty and violence get the support and protection they need. By working directly with girls, we will ensure their needs and experiences are taken into account in policy and practice – creating real, lasting change for girls across the country.

Lloyds Bank Foundation Transform/AVA

Breaking Down the Barriers in Greater Manchester- This project in partnership with AVA took forward the findings of The Commission on Domestic and Sexual Violence and Multiple Disadvantage. Through collaborative work in Greater Manchester the project influenced local policy makers to improve responses to survivors with multiple disadvantage.

Lloyds National Criminal Justice Programme

Young Women's Justice Project- In partnership with The Alliance for Youth Justice the Young Women's Justice Project is part of our 'Girls Speak' campaign and will engage with young women (17-25), front-line practitioners, and other experts, over two years with the aim of:

- Building a strong and credible evidence base about the needs of girls and young women in contact with the CJS;
- Influencing government policy and strategies to take account of younger women, with a focus on Black Asian and minority ethnic and care experienced girls and young women;
- Enabling the development of effective practice through more gender and age-informed policy; and
- Empowering girls and young women as advocates to safely share their experiences and use their voices to make change.

Health Education England

Scoping principles for trauma- informed training for new roles in mental health- This project was delivered in partnership with Skills for Care. Through interviews with experts by experience and practitioners we developed a framework for creating trauma informed training for professional and peer support workers in mental health services.

Pilgrim Voices For Lockdown

Over the first year of the pandemic Agenda conducted research with women with multiple disadvantage and the services they rely on to chart the impact of lockdown and make proposals for rebuilding including a social recover strategy for women and girls.

The Sisters' Trust

The Sisters' Trust funded additional fundraising capacity for Agenda.

14. Movements in funds (continued)

Esmee Funder Plus

Agenda received funding from Esmée Fairbairn's Funder Plus programme for support with the development of a fundraising strategy.

Lankelly Chase

Stakeholder Perceptions Audit- Agenda undertook a stakeholder perception audit to support the development of our new strategy.

Staff Wellbeing- This grant has enabled us to invest in staff wellbeing, for instance through clinical supervision and social events.

Lankelly Women: Lottery Digital Fund

Agenda is working in partnership with Lancashire Women on Developing Digital Early Intervention Support for Women facing Multiple Disadvantage.

Purposes of designated funds

Esmee Fairbairn

This fund from Esmée Fairbairn contributes to Agenda's core costs including towards the salary of our Public Policy Manager.

14. Movements in funds (continued)

Prior period comparative

	At 1 May 2019 £	Income £	Expenditure £	Transfers between funds £	**At 30 April 2020 £**
Restricted funds					
Public Health Research Council / NatCen Social Research	3,000	-	(1,000)	-	**2,000**
Tampon Tax (Mind project)	-	8,187	-	-	**8,187**
Women Side by Side (Mind)	-	11,591	-	-	**11,591**
ROSA - Changing the Conversation	-	29,712	(9,588)	-	**20,124**
Paul Hamlyn Foundation	-	30,145	(9,513)	-	**20,632**
Lloyds Bank Foundation Transform/AVA	-	5,475	(6,544)	1,069	**-**
Lloyds National Criminal Justice Programme	-	37,601	(11,404)	-	**26,197**
Plan International	-	5,089	(5,089)	-	**-**
The Pilgrim Trust	-	7,500	(7,500)	-	**-**
Total restricted funds	3,000	135,300	(50,638)	1,069	**88,731**
Unrestricted funds					
Designated funds:					
Esmee Fairbairn	50,000	50,000	(50,000)	-	**50,000**
Lankelly Chase	102,400	4,800	(107,200)	-	**-**
Total designated funds	152,400	54,800	(157,200)	-	**50,000**
General funds	52,475	77,296	(25,084)	(1,069)	**103,618**
Total unrestricted funds	204,875	132,096	(182,284)	(1,069)	**153,618**
Total funds	207,875	267,396	(232,922)	-	**242,349**

15. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2021 £	2020 £
Amount falling due:		
Within 1 year	**6,682**	6,682
Within 1 - 5 years	**-**	-
	6,682	6,682

16. Related party transactions

There were no related party transactions during the current or prior period.