

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	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <p>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</p>
Chief executive officer	<p>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)</p>
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

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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.

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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.

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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.

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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.

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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.

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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.

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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.

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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.

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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 (DHSC) 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.

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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.

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Notes to the financial statements

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- 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.

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Report of the trustees

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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		<u>86,596</u>	<u>192,681</u>	<u>279,277</u>	<u>365,352</u>
Expenditure on:					
Raising funds		-	60,380	60,380	86,255
Charitable activities		<u>115,061</u>	<u>131,375</u>	<u>246,436</u>	<u>230,106</u>
Total expenditure	6	<u>115,061</u>	<u>191,755</u>	<u>306,816</u>	<u>316,361</u>
Net income / (expenditure)		(28,465)	926	(27,539)	48,991
Transfers between funds		<u>(7,841)</u>	<u>7,841</u>	<u>-</u>	<u>-</u>
Net movement in funds	7	(36,306)	8,767	(27,539)	48,991
Reconciliation of funds:					
Total funds brought forward		<u>85,596</u>	<u>205,744</u>	<u>291,340</u>	<u>242,349</u>
Total funds carried forward		<u>49,290</u>	<u>214,511</u>	<u>263,801</u>	<u>291,340</u>

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		<u>279,304</u>	<u>300,040</u>
		279,972	300,939
Liabilities			
Creditors: amounts falling due within 1 year	12	<u>(17,868)</u>	<u>(10,414)</u>
Net current assets		<u>262,104</u>	<u>290,525</u>
Total assets less current liabilities		<u>263,801</u>	<u>291,340</u>
Net assets	13	<u>263,801</u>	<u>291,340</u>
Funds	14		
Restricted funds		49,290	85,596
Unrestricted funds			
General funds		<u>214,511</u>	<u>205,744</u>
Total charity funds		<u>263,801</u>	<u>291,340</u>

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



Victoria Harfield - Vice-Chair

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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
	<u>189,281</u>	<u>238,592</u>

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 No.	2021 No.
Average head count	<u>5</u>	<u>7</u>

9. Taxation

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

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

10. Tangible fixed assets

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

11. Debtors

	2022 £	2021 £
Trade debtors	-	899
Prepayments	<u>668</u>	<u>-</u>
	<u>668</u>	<u>899</u>

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	<u>879</u>	<u>-</u>
	<u>17,868</u>	<u>10,414</u>

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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	<u>49,290</u>	<u>214,511</u>	<u>263,801</u>
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	<u>85,596</u>	<u>205,744</u>	<u>291,340</u>

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Esmée Funder Plus

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

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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.

Agenda CIO

Notes to the financial statements

For the year ended 30 April 2022

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				
<i>Designated funds:</i>				
Esmee Fairbairn	50,000	-	(50,000)	-
<i>Total designated funds</i>	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.