

**Agenda CIO**  
**Report and Unaudited Financial**  
**Statements**  
**30 April 2024**

<b>Charity number</b>	1179417
<b>Registered office and operational address</b>	<p>Until 31<sup>st</sup> July 2023: 35-47 Bethnal Green Road, London E1 6LA</p> <p>From 1<sup>st</sup> August 2023: Shoreditch Exchange, Senna Building, Gorsuch Place, London, E2 8JF</p>
<b>Trustees</b>	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <p>Kaammini Chanrai</p> <p>Victoria Harfield (Treasurer (Vice Chair until March 2024))</p> <p>Henrietta Imoreh</p> <p>Laura McIntyre</p> <p>Polly Neate (stepped down in December 2023)</p> <p>Lynn Percival</p> <p>Shivani Uberoi (stepped down in March 2024)</p> <p>Shani Newbold (appointed June 2023)</p> <p>Rani Patel (appointed June 2023)</p> <p>Shiryn Sayani (appointed June 2023)</p> <p>Abigail Ayers (appointed June 2023)</p> <p>Lilly Bell (appointed June 2023, resigned September 2024)</p> <p>Tanya Tracey (appointed March 2024)</p> <p>Saffron Cordery (appointed March 2024)</p>
<b>Chief executive officer</b>	Indy Cross
<b>Bankers</b>	<p>CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ</p>
<b>Independent examiners</b>	<p>Accountability Europe Limited Omnibus Workspace, 39-41 North Road London N7 9DP</p>

## **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.

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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 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, including BSL. We do not waffle and are impactful when we present.

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**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 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.

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#### 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.

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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 McGuinness (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.

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##### General Election 2024

Ahead of an anticipated General Election in 2024, we developed 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 they 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's 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.



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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.

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#### **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.

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##### 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.

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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 Osamor 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.

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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.

## **Agenda CIO**

### **Notes to the financial statements**

#### **For the year ended 30 April 2024**

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- 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.

## **Agenda CIO**

### **Notes to the financial statements**

#### **For the year ended 30 April 2024**

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##### **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.

## **Agenda CIO**

### **Notes to the financial statements**

#### **For the year ended 30 April 2024**

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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 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



## **Agenda CIO**

### **Notes to the financial statements**

#### **For the year ended 30 April 2024**

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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**

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

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

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.

	<b>2024</b>	<b>2023</b>
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 £
<b>Income from:</b>			
Donations	153,150	219,613	<b>372,763</b>
Charitable activities	954	-	<b>954</b>
Investments	888	-	<b>888</b>
<b>Total Income</b>	<b>154,992</b>	<b>219,613</b>	<b>374,605</b>
<b>Expenditure on:</b>			
Donations	97,214	-	<b>97,214</b>
Charitable activities	128,116	152,653	<b>280,769</b>
Investments	-	-	<b>-</b>
<b>Total expenditure</b>	<b>225,330</b>	<b>152,653</b>	<b>377,983</b>
<b>Net income / (expenditure) and net movements in funds</b>	<b>(70,338)</b>	<b>66,960</b>	<b>(3,378)</b>

## Agenda CIO

### Notes to the financial statements

For the year ended 30 April 2024

## 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
	<b>255,105</b>	<b>121,853</b>	<b>376,958</b>

## 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
	<b>153,150</b>	<b>219,613</b>	<b>372,763</b>

## 3 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Earned income	3,805	-	3,805	954
	<b>3,805</b>	<b>-</b>	<b>3,805</b>	<b>954</b>

**Agenda CIO**  
**Notes to the financial statements**  
**For the year ended 30 April 2024**

**4 Total expenditure**

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

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

**Prior period comparative**

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



**Agenda CIO**  
**Notes to the financial statements**  
**For the year ended 30 April 2024**

**5 Net movement in funds**

This is stated after charging:	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Depreciation	<b>2,389</b>	2,133
Trustees' remuneration	<b>Nil</b>	Nil
Trustees' reimbursed expenses	<b>Nil</b>	Nil
Independent examiner's remuneration:		
Independent examination (excluding VAT)	<b>1,080</b>	1,500
Other services (excluding VAT)	<b>Nil</b>	3,271

**6 Staff costs and numbers**

Staff costs were as follows:

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

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:

	<b>2024</b>	<b>2023</b>
£60,000 - £69,999	<b><u>1</u></b>	<b><u>-</u></b>

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

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Average head count	<b><u>6</u></b>	<b><u>5</u></b>

**7 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 2024**

**8 Tangible fixed assets**

	<b>Computer equipment £</b>	<b>Office equipment £</b>	<b>Total £</b>
<b>Cost</b>			
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	<b>9,637</b>	<b>358</b>	9,995
<b>Depreciation</b>			
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	<b>6,815</b>	<b>108</b>	6,923
<b>Net book value</b>			
<b>At the end of the year At 30 April 2024</b>	<b>2,822</b>	<b>250</b>	3,072
At the start of the year 30 April 2023	3,417	-	3,417

**9 Debtors**

	<b>2024 £</b>	<b>2023 £</b>
Trade Debtors	<b>530</b>	180
Prepayments	<b>841</b>	841
	<b>1,371</b>	1,021

**10 Creditors: amounts falling due within one year**

	<b>2024 £</b>	<b>2023 £</b>
Trade creditors	<b>14,295</b>	7,096
Accruals	<b>8,796</b>	6,431
Tax and social security	<b>1,915</b>	5,338
Other creditors	-	-
	<b>25,007</b>	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)
<b>Net assets at 30 April 2024</b>	<b>45,161</b>	<b>158,099</b>	<b>203,260</b>

## 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)
<b>Net assets at 30 April 2023</b>	<b>114,241</b>	<b>146,182</b>	<b>260,423</b>

# 12 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
<b>Restricted funds</b>					
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
<b>Total Restricted Funds</b>	<b>114,241</b>	<b>121,853</b>	<b>(190,933)</b>	<b>-</b>	<b>45,161</b>
<b>Unrestricted Funds</b>					
General Funds	146,182	260,577	(248,660)	-	158,099
<b>Total Unrestricted Funds</b>	<b>146,182</b>	<b>260,577</b>	<b>(248,660)</b>	<b>-</b>	<b>158,099</b>
<b>Total funds</b>	<b>260,423</b>	<b>382,430</b>	<b>(439,593)</b>	<b>-</b>	<b>203,260</b>

**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 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

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.

Esmée 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 £
<b>Restricted funds</b>					
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
<b>Total Restricted Funds</b>	<b>49,290</b>	<b>219,613</b>	<b>(152,653)</b>	<b>(2,009)</b>	<b>114,241</b>
<b>Unrestricted general funds</b>	<b>214,511</b>	<b>154,992</b>	<b>(225,330)</b>	<b>2,009</b>	<b>146,182</b>
<b>Total funds</b>	<b>263,801</b>	<b>374,605</b>	<b>(377,983)</b>	<b>-</b>	<b>260,423</b>

## 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
	<b>-</b>	<b>23,877</b>

## 14 Related party transactions

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